

DIVISION XIII
SHERIFF SALARIES

Sec. 54. Section 331.907, subsection 1, Code 2021, is amended to read as follows:

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 ~~consider setting~~ 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 agencies in this state chiefs employed by cities of similar population to the population of the county. The county compensation board shall prepare a compensation schedule for the elective county officers for the succeeding fiscal year. A recommended compensation schedule requires a majority vote of the membership of the county compensation board.

ISAC COUNTY AUDITOR SALARY SURVEY

By Population

Rank	2020 Population	County	FY 2022
1	492401	Polk	130,214
2	230299	Linn	118,741
3	174669	Scott	92,768
4	152854	Johnson	116,224
5	131144	Black Hawk	89,040
6	105941	Woodbury	96,448
7	99678	Dallas	98,020
8	99266	Dubuque	88,085
9	98537	Story	90,574
10	93667	Pottawattamie	90,568

By Salary

Rank	2020 Population	County	FY 2022
1	492401	Polk	130,214
2	230299	Linn	118,741
3	152854	Johnson	116,224
4	99678	Dallas	98,020
5	105941	Woodbury	96,448
6	174669	Scott	92,768
7	98537	Story	90,574
8	93667	Pottawattamie	90,568
9	131144	Black Hawk	89,040
10	99266	Dubuque	88,085

ISAC COUNTY TREASURER SALARY SURVEY

By Population

Rank	Population	County	FY 2022
1	492401	Polk	130,214
2	230299	Linn	118,741
3	174669	Scott	92768
4	152854	Johnson	116,224
5	131144	Black Hawk	88,911
6	105941	Woodbury	96,448
7	99678	Dallas	98,020
8	99266	Dubuque	86,856
9	98537	Story	90,574
10	93667	Pottawattamie	90,568

By Salary

Rank	Population	County	FY 2022
1	492401	Polk	130,214
2	230299	Linn	118,741
3	152854	Johnson	116,224
4	99678	Dallas	98,020
5	105941	Woodbury	96,448
6	174669	Scott	92768
7	98537	Story	90,574
8	93667	Pottawattamie	90,568
9	131144	Black Hawk	88,911
10	99266	Dubuque	86,856

ISAC COUNTY RECORDER SALARY SURVEY

By Population

Rank	2020 Population	County	FY 2022
1	492401	Polk	130,214
2	230299	Linn	118,741
3	174669	Scott	92,768
4	152854	Johnson	116,224
5	131144	Black Hawk	89,040
6	105941	Woodbury	0
7	99678	Dallas	98,020
8	99266	Dubuque	88,085
9	98537	Story	90,574
10	93667	Pottawattamie	90,568

By Salary

Rank	2020 Population	County	FY 2022
1	492401	Polk	130,214
2	230299	Linn	118,741
3	152854	Johnson	116,224
4	99678	Dallas	98,020
5	174669	Scott	92,768
6	98537	Story	90,574
7	93667	Pottawattamie	90,568
8	131144	Black Hawk	89,040
9	99266	Dubuque	88,085
10	43127	Cerro Gordo	82,470
99	105941	Woodbury	0

ISAC COUNTY ATTORNEY SALARY SURVEY

By Population

Rank	Population	County	FY 2022
1	492401	Polk	219,381
2	230299	Linn	189,762
3	174669	Scott	154,957
4	152854	Johnson	160,192
5	131144	Black Hawk	140,617
6	105941	Woodbury	140,350
7	99678	Dallas	149,471
8	99266	Dubuque	141,725
9	98537	Story	149,065
10	93667	Pottawattamie	147,075
13	43235	Muscatine	145,260

By Salary

Rank	Population	County	FY 2022
1	492401	Polk	219,381
2	230299	Linn	189,762
3	152854	Johnson	160,192
4	174669	Scott	154,957
5	99678	Dallas	149,471
6	98537	Story	149,065
7	93667	Pottawattamie	147,075
8	43235	Muscatine	145,260
9	99266	Dubuque	141,725
10	131144	Black Hawk	140,617
11	105941	Woodbury	140,350

Other States

Carver County, Minnesota

Population: 106,922

County Administrator:	\$	178,782.00
Property and Finance Director:	\$	161,734.00
Assistant Finance Director:	\$	118,113.00
Land Records:	\$	103,461.00
Supervisor of Elections	\$	106,627.00

Pennington County, South Dakota

Population: 109,222

Auditor:	\$	85,537.00
Treasurer:	\$	102,354.00
Register of Deeds:	\$	66,745.00

If Merged \$ 108,037.33

$((\text{Auditor} + \text{Treasurer}) / 2) \times 1.15$

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Choose GS Grade (GS-14) ▾

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GS-14 Pay Scale - General Schedule 2021

GS-14 Yearly Pay	GS-14 Monthly Pay	GS-14 Hourly Pay	Per-Step Increase	Education Req's
\$93,907.00 - \$122,077.00	\$7,825.58 - \$10,173.08	\$45.00 - \$58.49	\$3,130.00	Ph.D.

GS-14 is the 14th paygrade in the General Schedule (GS) pay scale, the pay scale used to determine the salaries of most civilian government employees. The GS-14 pay grade is generally reserved for top-level positions such as supervisors, high-level technical specialists, and top professionals holding advanced degrees.

GS-14 is an advanced position for those who have excelled in their field. This is often a supervisory position with sometimes up to 100 people working below them. There are also science, engineering, and research positions at GS-14. These technical positions are roughly university professor level position.

Starting salary for a GS-14 employee is \$93,907.00 per year at Step 1, with a maximum possible base pay of \$122,077.00 per year at Step 10. The hourly base pay of a Step 1 GS-14 employee is \$45.00 per hour¹.

The table on this page shows the base pay rates for a GS-14 employee. To calculate pay with locality adjustments taken into account, use our General Schedule pay calculator.

Generally, employees will start as a GS-14 Step 1 and advance one step at a time as they gain more experience on the position. If you get a promotion to a higher paygrade, you get to keep your current step, and will continue accumulating weeks of experience until you advance to the next step at your new paygrade. The table below lists the annual GS base pay at every step for a GS-14.

GS Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GS-14	\$93,907	\$97,037	\$100,167	\$103,297	\$106,427	\$109,557	\$112,687	\$115,817	\$118,947	\$122,077

 [Calculate Location-Adjusted GS-14 Pay](#)

[Search For GS-14 Jobs Now](#)

How much will I actually earn as a GS-14 employee?

The salary table and hourly rates listed above are the base pay for a GS-14 employee, which will be determined by your paygrade and step. However, the actual pay you will earn will be higher, based on the cost-of-living adjustment for the locality in which you work.

In 2021, the actual salary adjustments for a GS-14 employee will range from a maximum cost-of-living raise of 15.95% for employees working in Des Moines, to a minimum of a 41.44% cost-of-living raise in San Francisco. To determine the adjusted base pay for a GS-14 in your area, visit the Locality Adjustments Table or use our GS Salary Calculator

STATE EMPLOYEES IN WOODBURY COUNTY

128,499.20	PUBLIC DEFENDER 3	DENKER, MARCHELLE M	Inspections & Appeals, Department of
128,359.20	PUBLIC DEFENDER SUPERVISOR 1	SOLBERG, JENNIFER N	Inspections & Appeals, Department of
122,373.60	CHIEF JUVENILE CT. OFF. I	NILES, GARY P	Judicial Branch
121,000.40	PUBLIC DEFENDER 3	OYADARE, BULIAMIN A	Inspections & Appeals, Department of
120,892.82	SPECIAL AGENT IN CHARGE	NELSON, TROY ANTHONY	Public Safety, Department of
114,748.00	PA/ARNP/NNP SUPERVISOR	SCHOL,CINDY L	University of Iowa
110,151.30	SPECIAL AGENT 2	GILL, BENJAMIN D	Public Safety, Department of
109,831.14	SPECIAL AGENT 2	HOWARD III, JOHN E	Public Safety, Department of
109,498.03	Transportation Planner 4	Schultz , Dakin S	Transportation, Department of
109,186.00	CLINICAL ASSISTANT PROFESSOR	WIEDENFELD,SARA	University of Iowa
107,876.40	HEALTH FACILITIES OFFICER 2	KELLEN, LINDA L	Inspections & Appeals, Department of
107,432.02	Transportation Engineer Specialist	Huju , Todd E	Transportation, Department of
107,328.40	Public Service Manager 2	Jepsen , John C	Transportation, Department of
105,813.32	SPECIAL AGENT 2	OLESEN, LYNN M	Public Safety, Department of
105,435.20	PUBLIC DEFENDER 2	ROUSE, HEIDI M	Inspections & Appeals, Department of
105,435.20	PUBLIC DEFENDER 2	VLAANDEREN, LESLEY R	Inspections & Appeals, Department of
104,416.00	PUBLIC DEFENDER 2	LAU, LAURY L	Inspections & Appeals, Department of
103,713.40	ASST ATTORNEY GENERAL 2	KLOCKE, AMY ELLIS	Attorney General, Office of
102,338.40	JUVENILE COURT OFFICER 4	APPELT, MARTIN L	Judicial Branch
102,001.35	SERGEANT	ALBRECHT, NICHOLAS J	Public Safety, Department of
101,417.48	WORKFORCE ADVISOR	GOODIER, BECKY J	Iowa Workforce Development
100,395.21	Transportation Engineer Specialist	Dotzler , William L	Transportation, Department of
99,685.72	TROOPER 3	YANEF, KAREN A	Public Safety, Department of
99,320.00	SOCIAL WORK ADMINISTRATOR	NORRIS, KATHY L	Human Services, Department of
97,876.00	CLERK OF DISTRICT COURT IV	BERNTSON, AMY L	Judicial Branch
97,655.93	TROOPER 3	SCHWEITZBERGER, CHAD H	Public Safety, Department of
97,070.90	SPECIAL AGENT 2	MONTAGNE, JACQUELINE M	Public Safety, Department of
97,040.00	TECHNICAL TAX SPECIALIST 2	KROM, LISA MARIE	Revenue, Department of
94,265.11	FIELD AUDITOR	LOVRIEN, AMIE L	Iowa Workforce Development

20
11/22/94

WOODBURY COUNTY, IOWA

RESOLUTION # 8 444

RESOLUTION COMBINING THE DUTIES OF THE WOODBURY COUNTY RECORDER WITH THE DUTIES OF THE WOODBURY COUNTY AUDITOR AND THE WOODBURY COUNTY TREASURER, AND SETTING THE INITIAL SALARIES OF THE WOODBURY AUDITOR AND THE WOODBURY COUNTY TREASURER

WHEREAS, in November, 1992, Woodbury County voters approved the following proposition:

Shall the Woodbury County Board of Supervisors combine the duties of the Woodbury County Recorder with the duties of the Woodbury County Auditor and the Woodbury County Treasurer and abolish the office of the Woodbury County Recorder in compliance with Iowa Code section 331.323, to be effective January 1, 1995?

and,

WHEREAS, Iowa Code section 331.323 (1993) provides, in part:

If the majority of the votes cast is in favor of a proposal {to abolish or combine offices}, the board shall take all steps necessary to combine the duties as specified in the petition...If an elective office is abolished, the incumbent shall hold office until the completion of the term for which elected...When the duties of an officer...are assigned to one or more elected officers, the board shall set the initial salary for each elected officer. Thereafter, the salary shall be determined as provided in section 331.907.

and

WHEREAS, Iowa Code section 331.610 (1993) provides:

If the office of county recorder is abolished in a county, the duties prescribed by law to the office of recorder relating to the filing or recording of instruments affecting real estate shall be performed by the county auditor.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of Woodbury County, Iowa, as follows:

Effective January 1, 1995,

- (A) The duties and powers of the office of county recorder set forth in the following subsections of the Code of Iowa (1993) shall be performed by the Woodbury County Treasurer:

331.602(9);	331.602(10);	331.602(11);
331.602(17);	331.605(1);	331.605(2);
331.605(3);	and, 331.605(4).	

- (B) All other duties and powers prescribed by law to the office of county recorder shall be performed by the Woodbury County Auditor.
- (C) The initial annual salary of the Woodbury County Auditor shall be \$47,450.00.
- (D) The initial annual salary of the Woodbury County Treasurer shall be \$40,000.00.

SO RESOLVED this 22nd day of November, 1994.

WOODBURY COUNTY BOARD OF SUPERVISORS

James D. O'Kane
James D. O'Kane, Chairman

George W. Boykin
George W. Boykin, Member

Larry C. Clausen, Member

Earle Grueskin
Earle Grueskin, Member

ATTEST:

Donald E. Linduski
Donald E. Linduski
Woodbury County Auditor

Maurice Welte, Member

Salary Adjustment after Offices were Merged 1/1/95

	Audtor & Recorder	Treasurer
FY95 Budgeted Salary	\$38,945.00	\$35,691.00
Compensation Board Board Certification	\$8,505.00	\$4,309.00
	<hr/>	<hr/>
	\$47,450.00	\$40,000.00
Percentage Increase	22%	12%

18 Years of Savings

Using a 3% growth factor for 18 years with a first year savings of \$54,527 works out to an overall savings of \$1,270,397 if all conditions remained the same.

Vital Statistics

The additional duties of administering the Marriage, Birth and Death Records were transferred from the Clerk of Court to the Recorder on July 1st of 1997 necessitating the hiring of three additional clerks.

WOODBURY COUNTY DEPARTMENT HEADS AND ELECTED OFFICIALS

FY98 RANK

Rank	Position	FY98	FY22	% Increase
1	Attorney	73,545.00	140,350.00	90.84%
2	Sec Rds Engineer	63,178.00	150,087.00	137.56%
3	Sheriff	58,473.00	118,382.00	102.46%
4	Auditor & Recorder	50,659.00	96,448.00	90.39%
5	County Assessor	50,536.00	118,347.00	134.18%
6	Conservation Director	50,453.00	118,136.00	134.15%
7	DH Director	48,248.00	130,286.00	170.03%
8	Treasurer	46,950.00	96,447.00	105.42%
9	HR Director	43,297.00	84,363.00	94.85%
10	EMS Director	42,787.00	99,911.00	133.51%
11	JD Director	39,036.00	80,448.00	106.09%
12	Budget & Finance Director	38,885.00	104,350.00	168.36%
13	Bldg Svs Director	36,946.00	95,844.00	159.42%
14	VA Director	34,769.00	51,375.00	47.76%
15	ED/P&Z	31,205.00	83,241.00	166.76%
16	Library Director	21,099.00	39,300.00	86.26%
17	EMA Coordinator		70,085.00	

FY22 RANK

Rank	Position	FY22	% Increase	FY98
1	Sec Rds Engineer	150,087.00	137.56%	63,178.00
2	Attorney	140,350.00	90.84%	73,545.00
3	DH Director	130,286.00	170.03%	48,248.00
4	Sheriff	118,382.00	102.46%	58,473.00
5	County Assessor	118,347.00	134.18%	50,536.00
6	Conservation Director	118,136.00	134.15%	50,453.00
7	Budget & Finance Director	104,350.00	168.36%	38,885.00
8	EMS Director	99,911.00	133.51%	42,787.00
9	Auditor & Recorder	96,448.00	90.39%	50,659.00
10	Treasurer	96,447.00	105.42%	46,950.00
11	Bldg Svs Director	95,844.00	159.42%	36,946.00
12	HR Director	84,363.00	94.85%	43,297.00
13	ED/P&Z	83,241.00	166.76%	31,205.00
14	JD Director	80,448.00	106.09%	39,036.00
15	EMA Coordinator	70,085.00		
16	VA Director	51,375.00	47.76%	34,769.00
17	Library Director	39,300.00	86.26%	21,099.00

% INCREASE RANK

Rank	Position	% Increase	FY98	FY22
1	DH Director	170.03%	48,248.00	130,286.00
2	Budget & Finance Director	168.36%	38,885.00	104,350.00
3	ED/P&Z	166.76%	31,205.00	83,241.00
4	Bldg Svs Director	159.42%	36,946.00	95,844.00
5	Sec Rds Engineer	137.56%	63,178.00	150,087.00
6	County Assessor	134.18%	50,536.00	118,347.00
7	Conservation Director	134.15%	50,453.00	118,136.00
8	EMS Director	133.51%	42,787.00	99,911.00
9	JD Director	106.09%	39,036.00	80,448.00
10	Treasurer	105.42%	46,950.00	96,447.00
11	Sheriff	102.46%	58,473.00	118,382.00
12	HR Director	94.85%	43,297.00	84,363.00
13	Attorney	90.84%	73,545.00	140,350.00
14	Auditor & Recorder	90.39%	50,659.00	96,448.00
15	Library Director	86.26%	21,099.00	39,300.00
16	VA Director	47.76%	34,769.00	51,375.00
17	EMA Coordinator			70,085.00

Woodbury County Department Heads and Elected Officials

Rank	Position	FY22	Adjustment	FY23
1	Sec Rds Engineer	150,087.00		159,092
2	Attorney	140,350.00	149,268.00	158,224
3	DH Director	130,286.00		138,103
4	Sheriff	118,382.00		156,000
5	County Assessor	118,347.00		125,448
6	Conservation Director	118,136.00		125,224
7	Budget & Finance Director	104,350.00		110,611
8	EMS Director	99,911.00		105,906
9	Auditor & Recorder	96,448.00	104,350.00	110,611
10	Treasurer	96,447.00	104,350.00	110,611
11	Bldg Svs Director	95,844.00		101,595
12	HR Director	84,363.00		89,425
13	ED/P&Z	83,241.00		88,235
14	JD Director	80,448.00		85,275
15	EMA Coordinator	70,085.00		74,290
16	VA Director	51,375.00		54,458
17	Library Director	39,300.00		41,658

Rank	Position	FY23	\$	%
1	Sec Rds Engineer	159,092.00	9,005.00	6%
2	Attorney	158,224.00	17,874.00	13%
3	Sheriff	156,000.00	37,618.00	32%
4	DH Director	138,103.00	7,817.00	6%
5	County Assessor	125,448.00	7,101.00	6%
6	Conservation Director	125,224.00	7,088.00	6%
7	Budget & Finance Director	110,611.00	6,261.00	6%
8	Auditor & Recorder	110,611.00	14,163.00	15%
9	Treasurer	110,611.00	14,164.00	15%
10	EMS Director	105,906.00	5,995.00	6%
11	Bldg Svs Director	101,595.00	5,751.00	6%
12	HR Director	89,425.00	5,062.00	6%
13	ED/P&Z	88,235.00	4,994.00	6%
14	JD Director	85,275.00	4,827.00	6%
15	EMA Coordinator	74,290.00	4,205.00	6%
16	VA Director	54,458.00	3,083.00	6%
17	Library Director	41,658.00	2,358.00	6%

Sheriff

KLASS

LAW FIRM, L.L.P.

A Tradition of Service Since 1917

Attorneys in Alphabetical Order

- Timothy A. Clausen *+
- Zachary D. Clausen *+
- Ryland L. Deinert *+^
- Julia C. Adams*+
- Clifton J. Kephart *+
- René C. Lapiere *+
- William H. Larson *+
- Douglas L. Phillips *
- Chris C. White *+
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+ Also admitted in South Dakota
^ Also admitted in Minnesota

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Memo To: Woodbury County Compensation Board
 From: Doug Phillips
 Re: Legislative Update
 Date: December 1, 2021

This will confirm our meeting in the 1st Floor Board Room at the Courthouse on December 8, 2021, at 5:30 p.m. Please visit with your respective elected officials and be prepared to discuss their/your thoughts on an appropriate recommendation for FY 2022 salaries.

You may or may not be aware that, as it relates to the Sheriff, there has been a significant change in the statute that governs how we go about formulating our recommendation. In the past, Iowa Code § 331.907(1) provided:

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 consider setting* 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 agencies in this state. The county compensation board shall prepare a compensation schedule for the elective county officers for the succeeding fiscal year. A recommended compensation schedule requires a majority vote of the membership of the county compensation board.

(Emphasis added).

As you can see, our charge was to *consider* setting the sheriff's salary so that it was comparable to what various other agencies paid their chief administrators, but after doing so, we were free to reject those comparators and recommend any number we saw fit, based on whatever additional factors we deemed relevant.

This past summer, our Governor signed a number of initiatives into law, all of which are referred to collectively as the “Back the Blue” law. These changes included things such as expanding sick leave and workers’ compensation rights, redefining criminal mischief to include damaging or defacing public monuments and statues, redefining disorderly conduct to include protests where public roadways are obstructed and adopting a version of qualified immunity similar to the immunity available under federal law. Another such initiative was an overhaul of § 331.907(1) as it applies to the salary of a County Sheriff. § 331.907(1) now provides:

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 elective county officers for the succeeding fiscal year. A recommended compensation schedule requires a majority vote of the membership of the county compensation board.

(Emphasis added).

The key difference as it relates to the office of sheriff appears to be that instead of telling compensation boards what they “shall consider,” the legislature has mandated that we “shall set” the sheriff’s salary so that it is comparable to what the chief administrators of these other agencies are paid. It appears that we are no longer free to consider, and then decide to reject these comparators.

With these changes in mind, I wanted to provide you with the information I have been able to gather regarding the current salaries of the comparators identified in this new statute:

Police Chiefs

<u>City</u>	<u>Population</u>	<u>Salary</u>
Des Moines	214,133	\$183,404.00
Cedar Rapids	137,710	\$173,671.00
Davenport	101,724	\$153,000.00
Sioux City	85,797	\$155,067.00
Iowa City	74,828	\$159,910.00
West Des Moines	68,723	\$165,992.00
Ankeny	67,887	\$148,172.00
Waterloo	67,314	\$148,844.00
Ames	66,427	\$136,432.00
Council Bluffs	62,799	\$144,022.00

The police chief in the city with a population similar to Woodbury County (population 105,000) is the Davenport Chief, (population 101,724), whose current salary is \$153,000.00. The average salary of these ten chiefs is \$156,851.00.

The current salary for those holding the rank of Colonel in the Iowa State Patrol is \$153,005.00. The current salary for the Support Services Director at the DCI is \$153,692.00.

When we consider these new criteria and this change in statutory language as it relates to the office of Sheriff, it appears to me that we are *required* by law to set the salary of the Sheriff somewhere between \$153,000.00 and \$156,000.00.

I look forward to our meeting on the 8th.