

**House File 2514 - Introduced**

HOUSE FILE 2514  
BY COMMITTEE ON LOCAL  
GOVERNMENT

(SUCCESSOR TO HF 2345)

**A BILL FOR**

- 1 An Act abolishing county compensation boards.
- 2 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 331.212, subsection 2, Code 2024, is  
2 amended by adding the following new paragraph:

3 NEW PARAGRAPH. *i.* Setting the compensation schedule of  
4 elected county officers.

5 Sec. 2. Section 331.321, subsection 1, paragraph 1, Code  
6 2024, is amended by striking the paragraph.

7 Sec. 3. Section 331.322, subsection 6, Code 2024, is amended  
8 to read as follows:

9 ~~6. Review~~ Annually prepare and review the final  
10 ~~compensation schedule of the county compensation board and~~  
11 ~~determine the final compensation schedule~~ in accordance with  
12 section 331.907.

13 Sec. 4. Section 331.322, subsection 7, Code 2024, is amended  
14 by striking the subsection.

15 Sec. 5. Section 331.323, subsection 1, paragraph e, Code  
16 2024, is amended to read as follows:

17 ~~e. When~~ If the duties of an officer or employee are assigned  
18 to one or more elected officers, the board shall set ~~the an~~  
19 ~~initial salary for each elected officer. Thereafter, the~~  
20 ~~salary and, thereafter, shall be determined~~ determine the  
21 salary as provided in [section 331.907](#).

22 Sec. 6. Section 331.907, subsections 1, 2, 3, and 4, Code  
23 2024, are amended to read as follows:

24 1. The annual compensation of the auditor, treasurer,  
25 recorder, sheriff, county attorney, and supervisors shall  
26 be determined as provided in [this section](#). The ~~county~~  
27 ~~compensation~~ board annually shall review the compensation  
28 paid to comparable officers in other counties of this state,  
29 other states, private enterprise, and the federal government.  
30 In setting the salary of the county sheriff, the ~~county~~  
31 ~~compensation~~ board shall set the sheriff's salary so that it  
32 is comparable to salaries paid to professional law enforcement  
33 administrators and command officers of the state patrol, and  
34 the division of criminal investigation of the department of  
35 public safety, and to city police chiefs employed by cities of

1 similar population to the population of the county. The ~~county~~  
2 ~~compensation~~ board shall prepare a compensation schedule for  
3 the ~~elective~~ elected county officers for the succeeding fiscal  
4 year with an annual salary increase not to exceed the consumer  
5 price index. A recommended compensation schedule requires a  
6 ~~majority vote of the membership of the county compensation~~  
7 ~~board.~~ The board may increase the annual salary of an elected  
8 county officer by resolution and budgetary procedures set forth  
9 in section 331.434, but a salary increased by resolution shall  
10 not take effect until the first fiscal year following the next  
11 regular election for which the affected position was on the  
12 ballot. For purposes of determining a salary increase under  
13 this subsection, the board shall initially use the salary of a  
14 position as of the effective date of this Act.

15 2. At the public hearing held on the county budget as  
16 provided in [section 331.434](#), the ~~county compensation~~ board  
17 shall submit its ~~recommended~~ compensation schedule for the  
18 next fiscal year ~~to the board of supervisors~~ for inclusion  
19 in the county budget. ~~The board of supervisors shall review~~  
20 ~~the recommended compensation schedule for the elected county~~  
21 ~~officers and determine the final compensation schedule which~~  
22 ~~shall not exceed the compensation schedule recommended by~~  
23 ~~the county compensation board. In determining the final~~  
24 ~~compensation schedule if the board of supervisors wishes to~~  
25 ~~reduce the amount of the recommended compensation schedule,~~  
26 ~~the amount of salary increase proposed for each elected~~  
27 ~~county officer, except as provided in [subsection 3](#), shall be~~  
28 ~~reduced an equal percentage. A copy of the final compensation~~  
29 ~~schedule shall be filed with the county budget at the office~~  
30 ~~of the director of the department of management. The final~~  
31 ~~compensation schedule takes effect on July 1 following its~~  
32 ~~adoption by the board of supervisors.~~

33 3. The ~~board of supervisors~~ may adopt a decrease in  
34 compensation paid to supervisors irrespective of the ~~county~~  
35 ~~compensation board's recommended compensation schedule or other~~

1 approved changes in compensation paid to other elected county  
2 officers. A decrease in compensation paid to supervisors shall  
3 be adopted by the board ~~of supervisors~~ no less than thirty days  
4 before the county budget is certified under [section 24.17](#).

5 4. The elected county officers are also entitled to receive  
6 their actual and necessary expenses incurred in performance  
7 of official duties of their respective offices. The board  
8 ~~of supervisors~~ may authorize the reimbursement of expenses  
9 related to an educational course, seminar, or school ~~which~~ that  
10 is attended by a county officer after the county officer is  
11 elected, but prior to the county officer taking office.

12 Sec. 7. Section 331.907, Code 2024, is amended by adding the  
13 following new subsection:

14 NEW SUBSECTION. 6. The board shall not adopt a salary  
15 increase for the auditor, treasurer, recorder, county attorney,  
16 or supervisors unless the board provides county employees with  
17 an annual cost-of-living pay adjustment.

18 Sec. 8. REPEAL. Section 331.905, Code 2024, is repealed.

19 EXPLANATION

20 The inclusion of this explanation does not constitute agreement with  
21 the explanation's substance by the members of the general assembly.

22 This bill eliminates county compensation boards. The bill  
23 grants county boards of supervisors the responsibility of  
24 annually preparing and reviewing the compensation schedule  
25 for certain elected county officers. Under current law, a  
26 county compensation board annually prepares a recommended  
27 compensation schedule for certain elected county officers for a  
28 succeeding fiscal year subject to adoption by the county board  
29 of supervisors.

30 The bill requires the county board of supervisors to prepare  
31 a compensation schedule for the elected county officers for the  
32 succeeding fiscal year with a salary increase not to exceed  
33 the consumer price index. The bill permits the county board  
34 of supervisors to increase elected county officer salaries by  
35 resolution and budgetary procedures, but the salary increase

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1 shall not go into effect until the next regular election for  
2 which the affected position was on the ballot. For purposes  
3 of determining salary increases, the bill requires the county  
4 board of supervisors to initially use the salary of a position  
5 as of the effective date of the bill.

6 The bill prohibits the county board of supervisors from  
7 adopting a salary increase for the auditor, treasurer,  
8 recorder, county attorney, or supervisors unless the county  
9 board of supervisors provides county employees with an annual  
10 cost-of-living pay adjustment.