

Senate File 448 - Introduced

SENATE FILE 448
BY COMMITTEE ON LOCAL
GOVERNMENT

(SUCCESSOR TO SF 170)

A BILL FOR

1 An Act relating to the composition and procedures of county
2 compensation boards.
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 331.321, subsection 1, paragraph 1, Code
2 2023, is amended by striking the paragraph.

3 Sec. 2. Section 331.322, subsection 6, Code 2023, is amended
4 to read as follows:

5 6. Review and adopt the final compensation schedule of the
6 county compensation board ~~and determine the final compensation~~
7 ~~schedule~~ in accordance with [section 331.907](#).

8 Sec. 3. Section 331.905, subsection 1, Code 2023, is amended
9 by striking the subsection and inserting in lieu thereof the
10 following:

11 1. There is created in each county a compensation board,
12 which shall be composed of the following seven members:

13 a. Two members of the board of supervisors, who shall serve
14 two-year, staggered terms of office. The board of supervisors
15 shall adopt a rotation designating each seat on the board of
16 supervisors in a rotation to serve on the county compensation
17 board. The adopted rotation shall not be changed except when
18 membership of the board of supervisors is increased pursuant to
19 section 331.203 or decreased pursuant to section 331.204.

20 b. Two residents of the county, who shall serve two-year
21 terms, appointed by the two members serving pursuant to
22 paragraph "a" at the time of appointment.

23 c. (1) Three elected county officers from the following
24 pool of county officers:

- 25 (a) The county attorney.
- 26 (b) The county auditor.
- 27 (c) The county recorder.
- 28 (d) The county sheriff.
- 29 (e) The county treasurer.

30 (2) The members selected pursuant to this paragraph shall
31 serve two-year, staggered terms, which shall begin with the
32 county attorney and county auditor and thereafter follow the
33 order in which the members are listed in subparagraph (1).

34 Sec. 4. Section 331.905, subsections 2 and 4, Code 2023, are
35 amended to read as follows:

1 2. ~~The members of the county compensation board shall be~~
2 ~~appointed to four-year, staggered terms of office.~~ The members
3 of the county compensation board shall not be officers or
4 employees of the state or a political subdivision of the state.
5 A term shall be effective on the first of July of the year of
6 appointment and a vacancy shall be filled for the unexpired
7 term in the same manner as the original appointment.

8 4. The county compensation board shall elect a chairperson
9 and vice chairperson annually from among its membership.
10 The county compensation board shall meet at the call of the
11 chairperson or upon written request of a majority of its
12 membership. The county compensation board shall meet at least
13 twice before submitting its recommended compensation schedule
14 pursuant to section 331.907. One meeting must be a public
15 hearing. The concurrence of a majority of the members of the
16 county compensation board shall determine any matter relating
17 to its duties.

18 Sec. 5. Section 331.907, subsections 1 and 2, Code 2023, are
19 amended to read as follows:

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

1 year and the recommended salary for any elected county officer
2 shall not be lower than the salary of the person holding
3 the office in the year immediately preceding the most recent
4 election. A final recommended compensation schedule requires
5 a majority vote of the membership of the county compensation
6 board.

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

25 EXPLANATION

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

28 This bill relates to the composition and procedures of
29 county compensation boards. Under current law, a county
30 compensation board is composed of seven members who serve
31 four-year, staggered terms. Two of the members are appointed
32 by the county board of supervisors and one member is appointed
33 by each of the county auditor, the county attorney, the county
34 recorder, the county treasurer, and the county sheriff. The
35 county compensation board reviews the compensation paid to

1 comparable officers in other counties of this state, other
2 states, private enterprise, and the federal government. A
3 county compensation board submits a recommended compensation
4 schedule to the board of supervisors, who may approve a higher
5 salary increase or reduce the amount of the recommended salary
6 increase by an equal amount for each elected county officer.

7 Under the bill, a county compensation board is composed of
8 two members of the board of supervisors who serve two-year,
9 staggered terms and rotate with the other members of the board
10 of supervisors; two members who are residents of the county
11 who serve two-year terms and are appointed by the members
12 of the board of supervisors who are serving on the county
13 compensation board at the time of the appointment; and three
14 members determined by a rotation of the county attorney, county
15 auditor, county recorder, county sheriff, and county treasurer
16 as provided in the bill.

17 The bill requires the county compensation board to meet at
18 least twice before submitting a final recommended compensation
19 schedule to the board of supervisors. One meeting must be a
20 public hearing. The county compensation board shall review
21 the compensation paid to three comparable officers in other
22 counties of this state, three comparable officers in other
23 states, and three comparable officers in private enterprise.
24 The county compensation board cannot recommend a salary for any
25 elected county officer that is lower than the salary of the
26 person holding the office in the year immediately preceding
27 the most recent election. The bill requires the board of
28 supervisors to review and adopt the recommended compensation
29 schedule without alteration.