

**Which method is used in setting non-elected employee salaries and wages?**

County	Longevity	Performance	Neither	Both	Comments
Adair	X				
Adams			X		
Allamakee					Raises are usually similar to the compensation board's recommendations for the elected officials.
Appanoose	X				Secondary Road
Audubon					Department head discretion, which varies greatly between departments
Benton			X		
Black Hawk				X	The union contracts are based primarily on longevity, but there is a merit component to non-bargaining pay.
Boone	X				
Bremer				X	
Buchanan	X				
Buena Vista	X				
Butler			X		
Calhoun				X	
Carroll				X	
Cass			X		
Cedar			X		Board sets a percentage rate of increase
Cerro Gordo				X	
Cherokee			X		
Chickasaw				X	
Clarke				X	
Clay					The board of supervisors allowed each department a dollar amount to cover cost of labor increase. The department head or official then distributed this amount to his or her employees as they saw fit.
Clayton			X		
Clinton				X	
Crawford					Union negotiations; For non-union employees, they tend to get same as elected officials
Dallas				X	Sliding pay scale and union contracts
Davis			X		
Decatur	X		X		Longevity only applicable to Secondary Road employees.
Delaware			X		Board of supervisors along with the Dept Head.
Des Moines					Some dept. heads have their own boards that set their salary; some are evaluated by the Board of Supervisors; some are deputies with a percentage of the elected official's salary; others are union contract.
Dickinson			X		Supervisors use compensation board's recommendation as the basis for all other salaries and wages.
Dubuque			X		The BOS set these salaries prior to certification of the budget. Comp Board increases and bargaining unit increases are considered in their decision.
Emmet			X		
Fayette	X				
Floyd	X				Secondary Roads and Sheriff's Department receive longevity pay
Franklin					Unions set the precedent for all increases
Fremont	X		X		
Greene	X				Longevity for Sec Rds, Conservation, Sheriff - rest usually get cost of living raise
Grundy	X		X		Some deputies and office staff receive longevity pay (1% above 80% deputy rate per each 5 years of employment).
Guthrie	X				The Secondary Roads Union does have longevity raises in place.
Hamilton				X	Some departments receive longevity and some use step raises.
Hancock	X				
Hardin				X	
Harrison					comparable to comp board recommendations
Henry				X	
Howard					This is done by the Board of Supervisors and the elected officials by department.
Humboldt			X		Deputies are a percentage of the elected official and all others are bargained in the union.
Ida				X	
Iowa				X	According to Union Contracts for Sheriff & Secondary Road Employees; Follow Employee Handbook & Elected Officials discretion for all others.
Jackson					Union contracts base majority of hourly employees, non-union are determined by dept heads at budget time, deputies generally get what their elected official gets.
Jasper			X		Jasper County Pay Plan
Jefferson					Secondary roads employees get longevity
Johnson				X	Bargaining unit employees based on longevity. Non-bargaining employees based on combination of longevity and performance.
Jones				X	
Keokuk					Secondary Road determined by longevity; All other departments determined by department head/compensation board/Board of Supervisors or governing boards
Kossuth				X	

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Lee			X		Our wage scale is set by classifications. There is a step increase each year till 5 years. After that, only annual raises across the board.
Linn					Part is cost of living and part performance.
Louisa				X	
Lucas			X		
Lyon				X	
Madison			X		union contracts
Mahaska			X		The percentage increase given the elected officials is usually given. Supervisors set starting rate for part-time help.
Marion			X		
Marshall			X		Union - longevity
Mills			X		They are either done by Union negotiations or based on % increase received by the elected officials.
Mitchell			X		
Monona				X	
Monroe				X	Except for employees of bargaining units, % of Elected Official employed by
Montgomery	X				On fifth year of full-time employment \$.02 per hour for every year employed, and \$.02 per hour for every year after. Secondary Roads Union receive the same plan at \$.03 per hour.
Muscatine	X				step system in place for non-union, non-elected employees
O'Brien			X		
Osceola			X		
Page			X		Secondary Road is Union so salary is determined by that. Other non-union usually get the same % increase as elected officials get.
Palo Alto			X		
Plymouth			X		
Pocahontas			X		Department administrator makes recommendations to Board of Supervisors; Unions for Secondary Road & Sheriff Departments.
Polk					Management & Department head-performance, non-management step in grade
Pottawattamie					Pottawattamie County works on a Grade and Step program for the majority of their employees, we also have a few contract employees who work for different departments in the County
Poweshiek	X				Employees receive additional \$.22 per hour for each 5 consecutive years worked for the county.
Ringgold			X		
Sac				X	
Scott				X	Through union negotiations and what the Board of Supervisors sets for the % of increase for a COLA for the non-rep. The compensation board recommends the Elected Officials salary and that is approved by the Board of Supervisors. The increase takes effect July 1 of every year. When a non-rep employee is hired they are reviewed at six months, year and yearly there after on their anniversary date. Union employees are paid by steps and or years of service depending on the language of the contract negotiated.
Shelby				X	Three active Unions are in place in Shelby County. One for Secondary Road/Bridge and one for Sheriff's Deputies/Office Employees/Jailers and E-911 Dispatchers. The Compensation Board attempts to administer the same % raises to the non-union Courthouse employees.
Sioux				X	Sheriff's Office and Secondary Roads have unions.
Story	X				longevity is based on years of service
Tama			X		
Taylor	X				
Union			X		
Van Buren					Usually across the board percentage except for newer non union employees who get a step increase in addition to across the board percentage. Union salaries set by union agreements.
Wapello	X				Earn additional .10 every 5 years
Warren				X	
Washington	X				Sheriff & Engineer have a union salary based on longevity. Rest of County get a percentage rate change every July 1.
Wayne					Secondary Road Employees received longevity, the non-elected employees are based off of what the official receives
Webster			X		
Winnebago					Compensation Board recommends Elected Officials Salaries then Department Heads turns in letter of Appointments and Salaries for their Employees.
Winneshiek			X		
Woodbury					Bargaining Units & Matrix System
Worth			X		Non-elected employee salaries and wages are generally determined by the percentage of increase received by elected officials or department head.
Wright				X	
<b>State Total</b>	<b>20</b>	<b>0</b>	<b>37</b>	<b>27</b>	