

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

County	Longevity	Performance	Neither	Both	Comments
Adair			X		Usually approve an increase equal to Compensation Board's recommendations for elected officials.
Adams			X		
Allamakee			X		Raises are usually similar to the compensation board's recommendations for the elected officials.
Appanoose			X		Longevity for Sec road only
Audubon			X		Department head discretion, which varies greatly between departments
Benton			X		Same percentage increase as the elected officials
Black Hawk				X	The union contracts are based primarily on longevity, but there is a merit component to non-bargaining pay, when funded by the Board.
Boone	X				Bargaining units are the only employees that receive longevity raises
Bremer			X		
Buchanan	X				
Buena Vista	X				
Butler			X		
Calhoun				X	
Carroll				X	
Cass			X		
Cedar			X		There is no written method on setting the wages for the non-elected salaries. The Board discusses and decides.
Cerro Gordo				X	
Cherokee			X		based on starting wage for that office. Law enforcement & Engineer employees based on union contract rates
Chickasaw			X		
Clarke				X	
Clay			X		
Clayton			X		
Clinton				X	The Board of Supervisors consider each exempt employee based on longevity and performance.
Crawford			X		Union Negotiations. For other non-union employees not covered by a union, they tend to get same as elected officials.
Dallas				X	
Davis			X		
Decatur			X		Usually approve an increase equal to Compensation Board's recommendations for elected officials.
Delaware			X		Set by department heads and Board of Supervisor's during Budget time.
Des Moines		X			
Dickinson			X		Supervisors use compensation board recommendation as the basis for all other salaries and wages.
Dubuque			X		BOS set salaries prior to certification of the budget; except for conservation wages which were set by the conservation board.
Emmet			X		
Fayette				X	
Floyd			X		Only Secondary Roads and Sheriffs Department receive longevity pay. The Board usually considers cost of living adjustment (COLA).
Franklin			X		Unions set precedent for all increases.
Fremont	X				Longevity for Sec. Roads & Sheriff Dept. the rest receives a cost of living increase.
Greene	X				Sec Rds & Sheriff employees have longevity as part of union contracts. Conservation has longevity - rest based on a COL raise, generally.
Grundy	X		X		Elected Official office deputies and some other office staff receive longevity pay (1% above 80% deputy rate/each 10 yrs of employment.)
Guthrie	X				The union for secondary roads has longevity raises. The union increases are part of its contract. All other county department increases are based of the recommendation of the compensation committee.
Hamilton	X				
Hancock	X	X			
Hardin				X	
Harrison			X		non-elected employees receive the same percentage as set by the Board of Supervisors for the elected officials
Henry			X		Percentage recommended by compensation board for elected officials
Howard			X		The board determines the salaries and wages
Humboldt			X		Deputies are a % of the elected official, some employees are union and Department Heads are determined by the BOS.
Ida				X	
Iowa				X	According to Union Contract for Sheriff & Secondary Road Employees. Follow Employee Handbook & Elected Officials discretion for all others.
Jackson			X		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 plans
Jefferson			X		Sec Roads - Longevity
Johnson				X	Bargaining unit employees based on longevity. Non-bargaining employees based on combination of longevity and performance.

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Jones				X	
Keokuk			X		Secondary Road determined by longevity and union negotiations. All other depts determined by Department Head/compensation board/Board of Supervisors
Kossuth			X		We have three Unions. The Sheriff/Jailers, Secondary Road, and Courthouse Employees
Lee			X		Union contract wage grid
Linn	X				
Louisa				X	The county takes performance and longevity both in to account when determining salaries and wages.
Lucas			X		
Lyon				X	
Madison			X		Economy
Mahaska			X		The percentage increase given the elected officials is usually given. Supervisors set starting rate for part-time help.
Marion			X		
Marshall			X		Sec Rd Union - longevity
Mills			X		Negotiated by the Union or based on % given to the elected officials.
Mitchell			X		
Monona				X	
Monroe				X	except for 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 receives the same plan at \$.04 per hour.
Muscatine	X				step system in place for non-elected, non-union employees
O'Brien			X		
Osceola			X		Only Secondary Road union employees receive longevity
Page			X		Secondary Road is Union so salary is determined by that. Other non-union usually get the same % increase as elected officials get. There were NO RAISES given to non-union employees for FY10.
Palo Alto			X		
Plymouth	X				
Pocahontas			X		Department administrator makes recommendations to Board of Supervisors. Unions for Secondary Road and Sheriff Departments.
Polk		X	X		Management & Department head-performance, non-management step in grade.
Pottawattamie			X		Salaries and wages are on a Step and Grade table with increases each year decided by the Board of Supervisors and or Union. The Non-elected department head salaries are decided by the Board of Supervisors.
Poweshiek	X				Employees receive additional \$.22 per hour for each 5 consecutive years worked for the county.
Ringgold			X		Everyone gets the same % for wage increase
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 Roads/Bridge and one for Sheriff's Deputies/Office Employees/Jailers & E-911 Dispatchers. The Compensation Board attempts to administer the same % increase to the non-union Courthouse employees.
Sioux				X	Sheriff & Engineer wages have a Union based salary.
Story	X				longevity is based on years of service
Tama			X		
Taylor	X				
Union				X	and through the unions
Van Buren			X		Usually an across the board percentage except newer non union employees who get a step increase. Union per contract.
Wapello	X				For hourly employees - Additional 10 cents for 5 yrs, 20 cents for 10 yrs, 30 cents for 15 yrs, 50 cents for 20 yrs and 70 cents for 25 yrs
Warren				X	
Washington	X				Sheriff & Engineer have union salary based on longevity. Rest of County get a percentage increase every July 1.
Wayne			X		Secondary Road Employees receive longevity, the none-elected employees are based off of what the officials receive
Webster			X		
Winnebago			X		
Winneshiak			X		
Woodbury			X		Bargaining Unit & 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>18</b>	<b>3</b>	<b>58</b>	<b>23</b>	