



COMPENSATION BOARD REPORT

Hardin County FY 2024

Overview

The following document is provided to the Hardin County Compensation Board as a reference guide for salaries of elected county officials in Iowa. The data included in this report reflects the current fiscal year and has been collected from various sources including:

- Iowa State Association of Counties Annual Salary Survey
- Iowa Department of Management County Budget Reports
- Iowa Department of Management Taxable Valuations Report
- US Census Bureau
- US Bureau of Labor Statistics

Peer Groups

County government has a number of similarities in its general operation; however because of the inherent differences between both the functions of the individual departments and the overall demographics of each county, there is no single metric that can truly identify like counties. Because of this, five peer groups have been created based on values that often directly affect the job duties or workload of the department as well as cost of living and overall budget conditions.

Except for Contiguous, each peer group outlined below is comprised of 11 counties. With Hardin County as the midpoint, there are five counties ranked above, and five counties ranked below.

Contiguous	
County	
Butler	
Franklin	
Grundy	
Hamilton	
Hardin	
Marshall	
Story	
Wright	

Population	
County	Rank
Dickinson	39
Delaware	40
Madison	41
Clayton	42
Tama	43
Hardin	44
Clay	45
Iowa	45
Crawford	47
Jefferson	48
Floyd	49

Land Valuation	
County	Rank
Clayton	46
Mills	47
Guthrie	48
Crawford	49
Allamakee	50
Hardin	51
Harrison	52
Cass	53
Butler	54
Grundy	55
Hamilton	56

Revenues	
County	Rank
Crawford	42
Cass	43
Franklin	44
Boone	45
Bremer	46
Hardin	47
Cedar	48
Wright	49
Jones	50
Clayton	51
Guthrie	52

Countywide Levies	
County	Rank
Wayne	14
Buena Vista	15
Ringgold	16
Wright	17
Woodbury	18
Hardin	19
Appanoose	20
Jefferson	21
Howard	22
Fremont	23
Louisa	24

How to Read This Document

Position

Current Pay Rate

Highest Rate in Iowa

10 Year History for Position

Averages by Classification

Lowest Rate in Iowa

Counties Rank Map by Rate (High 1 to Low 99)

Notes

Rates by County (High to Low)

Statewide Average Line (in Red)

Highlight of County

Supervisor

Salary	Iowa High	Iowa Low	10 Year History				
\$40,534	\$135,423	\$22,225	Year	Rank	Req.	Appr.	Salary
			2014	25	0.00%	0.00%	\$33,927
			2015	23	3.00%	2.00%	\$34,606
			2016	25	2.00%	0.00%	\$34,606
			2017	27	4.80%	2.00%	\$35,298
			2018	27	5.00%	1.75%	\$35,916
			2019	28	4.20%	1.75%	\$36,544
			2020	27	3.00%	2.25%	\$37,366
			2021	24	4.00%	3.00%	\$38,487
			2022	24	5.00%	2.25%	\$39,354
			2023	30	6.00%	3.00%	\$40,534

Peer Averages	Average	Rank	Peers	Variance
Statewide	\$39,686	30	99	(\$848)
Contiguous	\$44,565	4	7	\$4,031
Population	\$42,329	7	99	\$1,795
Land Value	\$48,164	9	99	\$7,630
Annual Revenues	\$40,221	6	99	(\$313)
Countywide Levies	\$37,076	4	99	(\$3,458)

Notes: The Supervisor's pay ranking has fallen 5 positions over the last 10 years. Marshall County is 1 of 60 counties that have a 3-member Board of Supervisors, and 1 of 71 counties that gives no stipend to the chairperson.

On the next page is a grid layout of counties listed alphabetically. In each box is the county's name, current salary for the position, dollar value change from the previous year, and a percent change from the previous year. Boxes are color coded with red indicating a decrease and green indicating an increase from the previous year. A darker shade indicates a larger change from the previous year, while a lighter shade indicates a smaller change.

Supervisor

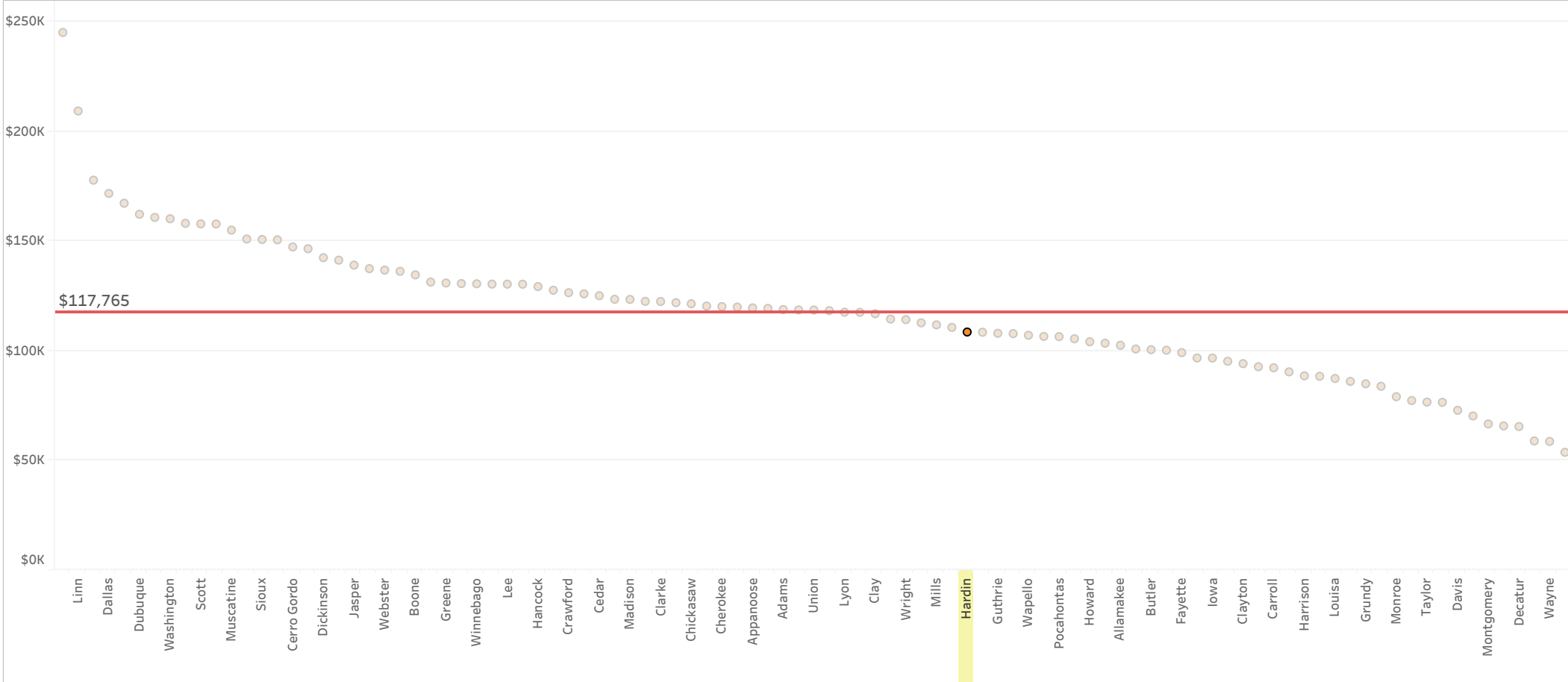
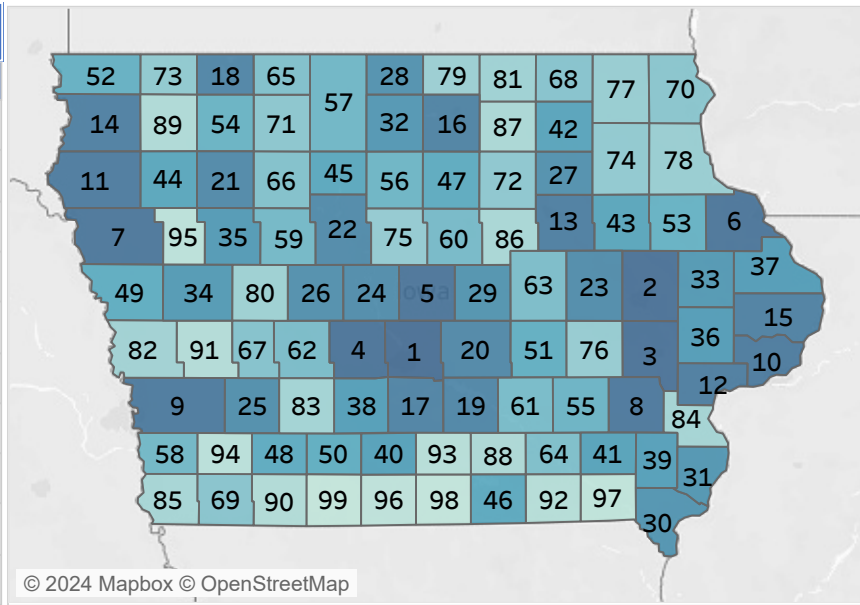
Adair \$30,413 \$2,253 8.00%	Adams \$22,225 \$1,390 6.67%	Allamakee \$29,483 \$0 0.00%	Appanoose \$33,339 \$2,181 7.00%	Audubon \$31,431 \$0 0.00%	Benton \$48,618 \$4,723 10.76%	Black Hawk \$43,075 \$1,406 3.38%	Boone \$39,565 \$750 1.93%	Bremer \$40,257 \$1,173 3.00%
Buchanan \$5,579 14.15%	Buena Vista \$36,611 \$2,712 8.00%	Butler \$33,410 \$1,600 5.08%	Calhoun \$41,517 \$1,009 2.69%	Carroll \$34,747 \$2,115 6.48%	Cass \$32,765 \$760 2.37%	Cedar \$28,574 \$1,099 4.00%	Cerro Gordo \$52,460 \$0 0.00%	Cherokee \$32,375 \$2,625 8.42%
Chickasaw \$31,148 \$1,500 5.06%	Clarke \$32,467 \$29 0.09%	Clayton \$33,079 \$1,673 6.00%	Clayton \$35,625 \$2,017 6.00%	Clinton \$44,530 \$1,933 4.54%	Crawford \$30,431 \$1,024 3.48%	Dallas \$62,490 \$619 1.00%	Davis \$37,628 \$1,276 3.51%	Decatur \$32,120 \$1,530 5.00%
Delaware \$41,530 \$2,350 6.00%	Des Moines \$40,506 \$1,502 3.85%	Dickinson \$41,242 \$2,334 6.00%	Dubuque \$52,433 (\$494) -0.9%	Emmet \$31,978 \$931 3.00%	Fayette \$39,567 \$1,152 3.00%	Floyd \$40,098 \$0 0.00%	Franklin \$45,467 \$3,667 8.77%	Fremont \$32,874 \$0 0.00%
Greene \$32,537 \$2,129 7.00%	Grundy \$29,704 \$725 2.58%	Guthrie \$33,853 \$3,627 12.07%	Hamilton \$46,955 \$1,368 3.00%	Hancock \$39,726 \$1,892 5.00%	Hardin \$40,848 \$2,312 5.00%	Harrison \$39,035 \$1,892 3.87%	Henry \$40,783 \$3,708 10.00%	Howard \$34,861 \$1,973 6.00%
Humboldt \$36,500 \$1,410 4.00%	Ida \$30,250 \$1,713 6.00%	Iowa \$37,397 \$1,089 3.00%	Jackson \$40,302 \$828 2.10%	Jasper \$42,020 \$0 0.00%	Jefferson \$41,317 \$2,154 5.50%	Johnson \$89,129 \$1,961 2.25%	Jones \$32,572 \$1,177 3.75%	Keokuk \$32,291 \$2,253 7.50%
Kossuth \$40,704 \$1,838 5.00%	Lee \$29,186 \$2,053 10.00%	Linn \$124,967 \$6,296 5.28%	Louisa \$29,697 \$439 1.50%	Lucas \$29,687 \$1,112 3.80%	Lyon \$28,882 \$1,111 3.90%	Madison \$37,111 \$728 2.00%	Mahaska \$36,180 \$0 0.00%	Marion \$42,150 \$0 0.00%
Marshall \$40,534 \$1,180 3.00%	Mills \$40,865 \$4,500 12.37%	Mitchell \$36,488 \$1,738 5.00%	Monona \$31,567 \$1,787 6.00%	Monroe \$35,712 \$2,000 5.93%	Montgomery \$26,943 \$1,202 4.67%	Muscatine \$29,774 (\$330) -1.10%	O'Brien \$33,236 \$2,462 8.00%	Osceola \$24,441 \$200 0.83%
Page \$39,280 \$1,144 3.00%	Palo Alto \$30,889 \$1,188 4.00%	Plymouth \$35,736 \$0 0.00%	Pocahontas \$32,843 \$2,143 6.98%	Polk \$135,423 \$5,209 4.00%	Pottawattamie \$51,164 \$2,928 6.07%	Poweshiek \$36,746 \$2,564 7.50%	Ringgold \$32,173 \$500 1.58%	Sac \$32,394 \$635 2.00%
Scott \$46,145 \$1,175 2.61%	Shelby \$33,143 \$965 3.00%	Sioux \$42,595 \$3,126 7.92%	Story \$87,459 \$4,164 5.00%	Tama \$34,643 \$1,961 6.00%	Taylor \$24,613 \$1,823 8.00%	Union \$29,861 \$885 3.00%	Van Buren \$32,138 \$2,654 9.00%	Wapello \$39,667 \$3,606 10.00%
Warren \$36,914 \$0 0.00%	Washington \$47,116 \$7,853 20.00%	Wayne \$34,713 \$2,769 8.67%	Webster \$45,452 \$4,669 11.45%	Winnebago \$38,397 \$3,143 8.91%	Winneshiek \$37,315 \$1 0.00%	Woodbury \$38,453 \$0 0.00%	Worth \$31,842 \$1,090 3.54%	Wright \$42,479 \$1,634 4.00%

Attorney

Salary		Iowa High		Iowa Low	
\$108,748		\$245,323		\$53,905	
Peer Groups	Average	Rank	Peers	\$ to Avg.	% to Avg.
Statewide	\$117,765	60	99	\$9,017	8.29%
Contiguous	\$115,440	5	8	\$6,692	6.15%
Population	\$112,898	7	11	\$4,150	3.82%
Land Value	\$105,063	4	11	(\$3,685)	-3.39%
Revenues	\$120,195	9	11	\$11,447	10.53%
Levies	\$104,958	6	11	(\$3,790)	-3.49%

The Attorney's pay ranking has climbed 21 positions over the last 10 years.

10 Year History				
Year	Rank	Req.	Appr.	Salary
2015	81	1.00%	0.40%	\$57,415
2016	87	0.00%	0.00%	\$57,415
2017	91	0.00%	0.00%	\$57,415
2018	92	0.00%	0.00%	\$57,415
2019	93	10.00%	0.00%	\$57,415
2020	50	71.64%	71.64%	\$98,548
2021	54	2.75%	2.06%	\$100,581
2022	57	2.00%	2.00%	\$102,593
2023	56	9.00%	6.00%	\$108,748
2024	60	0.00%	0.00%	\$108,748



Salary & Change by County: Attorney

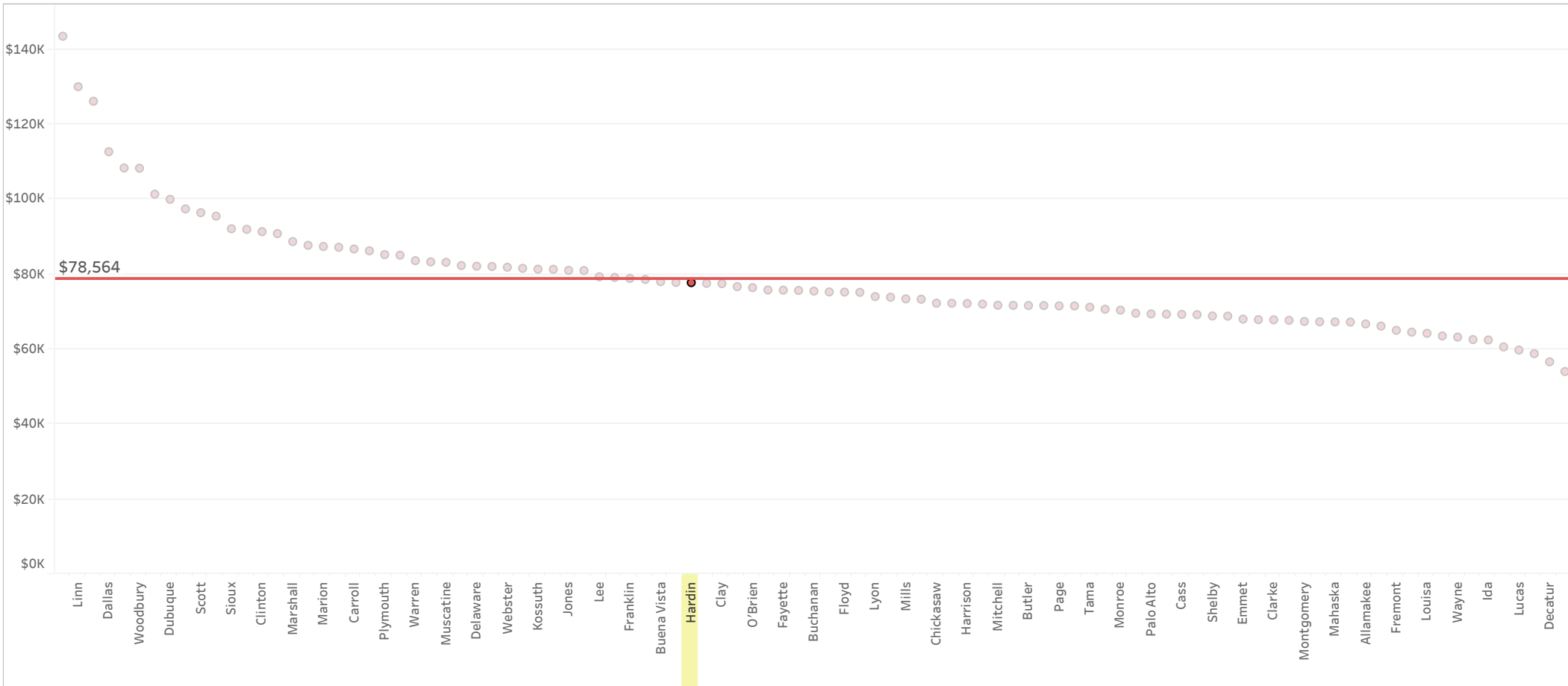
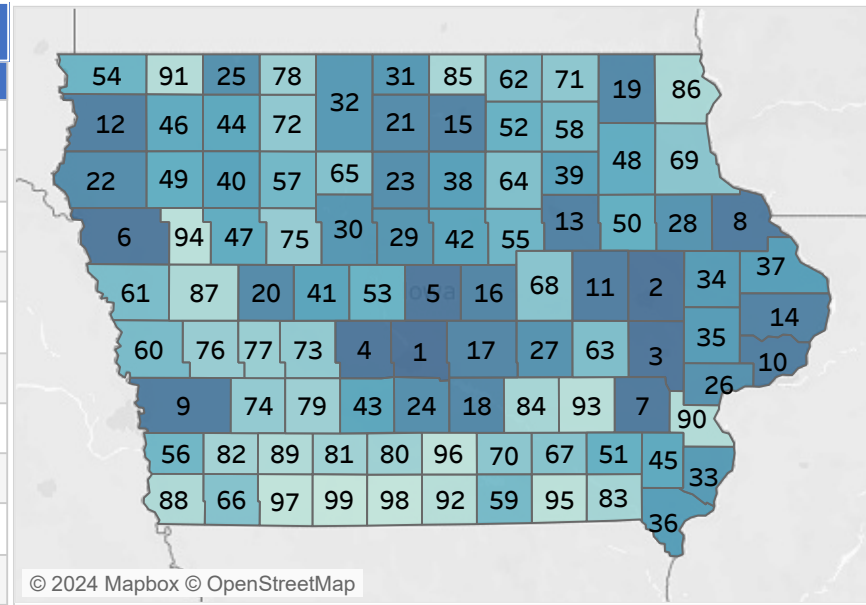
<u>Adair</u> \$88,564 \$7,596 9.38%	<u>Adams</u> \$118,971 \$4,576 4.00%	<u>Allamakee</u> \$102,700 \$4,891 5.00%	<u>Appanoose</u> \$119,759 \$5,703 5.00%	<u>Audubon</u> \$105,674 \$8,458 8.70%	<u>Benton</u> \$136,441 \$8,926 7.00%	<u>Black Hawk</u> \$151,163 \$0 0.00%	<u>Boone</u> \$134,814 \$8,996 7.15%	<u>Bremer</u> \$130,847 \$3,811 3.00%
<u>Buchanan</u> \$120,578 \$10,553 9.59%	<u>Buena Vista</u> \$137,643 \$7,791 6.00%	<u>Butler</u> \$100,702 \$5,702 6.00%	<u>Calhoun</u> \$110,868 \$7,735 7.50%	<u>Carroll</u> \$92,446 \$4,537 5.16%	<u>Cass</u> \$131,526 \$7,445 6.00%	<u>Cedar</u> \$125,311 \$9,282 8.00%	<u>Cerro Gordo</u> \$147,540 \$8,351 6.00%	<u>Cherokee</u> \$120,350 \$3,600 3.08%
<u>Chickasaw</u> \$121,642 \$10,044 9.00%	<u>Clarke</u> \$122,671 \$5,841 5.00%	<u>Clay</u> \$117,099 \$4,200 3.72%	<u>Clayton</u> \$94,332 \$6,988 8.00%	<u>Clinton</u> \$150,795 \$7,181 5.00%	<u>Crawford</u> \$126,676 \$3,690 3.00%	<u>Dallas</u> \$171,930 \$11,996 7.50%	<u>Davis</u> \$73,055 \$3,480 5.00%	<u>Decatur</u> \$65,650 (\$46,937) -41.69%
<u>Delaware</u> \$117,726 \$8,213 7.50%	<u>Des Moines</u> \$130,552 \$8,541 7.00%	<u>Dickinson</u> \$142,657 \$24,759 21.00%	<u>Dubuque</u> \$162,445 \$6,548 4.20%	<u>Emmet</u> \$106,737 \$17,789 20.00%	<u>Fayette</u> \$99,343 \$8,035 8.80%	<u>Floyd</u> \$84,000 (\$30,005) -26.32%	<u>Franklin</u> \$119,520 \$8,000 7.17%	<u>Fremont</u> \$86,234 \$43,073 99.80%
<u>Greene</u> \$131,101 \$8,001 6.50%	<u>Grundy</u> \$85,155 \$6,308 8.00%	<u>Guthrie</u> \$108,159 \$4,160 4.00%	<u>Hamilton</u> \$96,925 \$7,180 8.00%	<u>Hancock</u> \$129,470 \$8,470 7.00%	<u>Hardin</u> \$108,748 \$0 0.00%	<u>Harrison</u> \$88,773 \$3,415 4.00%	<u>Henry</u> \$122,724 \$5,844 5.00%	<u>Howard</u> \$104,309 \$4,967 5.00%
<u>Humboldt</u> \$120,116 \$9,624 8.71%	<u>Ida</u> \$65,940 \$9,138 16.09%	<u>Iowa</u> \$96,894 \$5,485 6.00%	<u>Jackson</u> \$123,681 \$15,762 14.61%	<u>Jasper</u> \$139,255 \$4,056 3.00%	<u>Jefferson</u> \$122,127 \$15,930 15.00%	<u>Johnson</u> \$177,978 \$10,705 6.40%	<u>Jones</u> \$127,811 \$9,468 8.00%	<u>Keokuk</u> \$114,644 \$8,981 8.50%
<u>Kossuth</u> \$112,927 \$6,392 6.00%	<u>Lee</u> \$130,580 \$4,416 3.50%	<u>Linn</u> \$209,538 \$9,826 4.92%	<u>Louisa</u> \$87,560 \$14,971 20.62%	<u>Lucas</u> \$70,479 \$3,674 5.50%	<u>Lyon</u> \$117,790 \$7,809 7.10%	<u>Madison</u> \$123,603 \$6,397 5.46%	<u>Mahaska</u> \$108,650 \$0 0.00%	<u>Marion</u> \$141,504 \$4,507 3.29%
<u>Marshall</u> \$130,600 \$11,873 10.00%	<u>Mills</u> \$112,000 \$4,157 3.85%	<u>Mitchell</u> \$90,586 \$8,235 10.00%	<u>Monona</u> \$118,828 \$7,774 7.00%	<u>Monroe</u> \$79,253 \$4,345 5.80%	<u>Montgomery</u> \$66,842 \$3,783 6.00%	<u>Muscatine</u> \$155,228 \$5,610 3.75%	<u>O'Brien</u> \$77,500 (\$34,955) -31.08%	<u>Osceola</u> \$100,455 \$5,687 6.00%
<u>Page</u> \$103,645 \$3,843 3.85%	<u>Palo Alto</u> \$100,998 \$4,809 5.00%	<u>Plymouth</u> \$158,006 \$9,643 6.50%	<u>Pocahontas</u> \$106,642 \$8,082 8.20%	<u>Polk</u> \$245,323 \$14,973 6.50%	<u>Pottawattamie</u> \$158,312 \$5,354 3.50%	<u>Poweshiek</u> \$118,501 \$11,743 11.00%	<u>Ringgold</u> \$53,905 \$2,567 5.00%	<u>Sac</u> \$126,186 \$12,709 11.20%
<u>Scott</u> \$158,056 (\$3,099) -1.92%	<u>Shelby</u> \$76,704 \$5,352 7.50%	<u>Sioux</u> \$150,942 \$8,544 6.00%	<u>Story</u> \$167,474 \$10,956 7.00%	<u>Tama</u> \$108,014 \$8,001 8.00%	<u>Taylor</u> \$76,806 \$3,307 4.50%	<u>Union</u> \$118,764 \$5,655 5.00%	<u>Van Buren</u> \$59,073 \$1,767 3.08%	<u>Wapello</u> \$107,268 \$9,752 10.00%
<u>Warren</u> \$146,719 \$13,338 10.00%	<u>Washington</u> \$160,397 \$11,190 7.50%	<u>Wayne</u> \$58,856 \$3,332 6.00%	<u>Webster</u> \$136,978 \$4,522 3.41%	<u>Winnebago</u> \$130,748 \$10,464 8.70%	<u>Winneshiek</u> \$95,408 \$6,369 7.15%	<u>Woodbury</u> \$161,000 \$10,533 7.00%	<u>Worth</u> \$92,907 \$3,573 4.00%	<u>Wright</u> \$114,396 \$3,332 3.00%

Auditor

Salary		Iowa High		Iowa Low	
\$77,840		\$143,548		\$54,130	
Peer Groups	Average	Rank	Peers	\$ to Avg.	% to Avg.
Statewide	\$78,564	42	99	\$724	0.93%
Contiguous	\$83,369	6	8	\$5,529	7.10%
Population	\$75,397	3	11	(\$2,443)	-3.14%
Land Value	\$72,185	2	11	(\$5,655)	-7.26%
Revenues	\$75,805	6	11	(\$2,035)	-2.61%
Levies	\$73,971	4	11	(\$3,869)	-4.97%

The Auditor's pay ranking has climbed 24 positions over the last 10 years.

10 Year History				
Year	Rank	Req.	Appr.	Salary
2015	66	5.00%	2.00%	\$50,572
2016	57	6.00%	6.00%	\$53,606
2017	59	2.00%	2.00%	\$54,678
2018	73	1.00%	0.50%	\$54,951
2019	40	13.52%	13.52%	\$62,380
2020	41	2.80%	2.80%	\$64,127
2021	42	2.75%	2.06%	\$65,450
2022	45	2.00%	2.00%	\$66,759
2023	49	9.00%	6.00%	\$70,764
2024	42	10.00%	10.00%	\$77,840



Salary & Change by County: Auditor

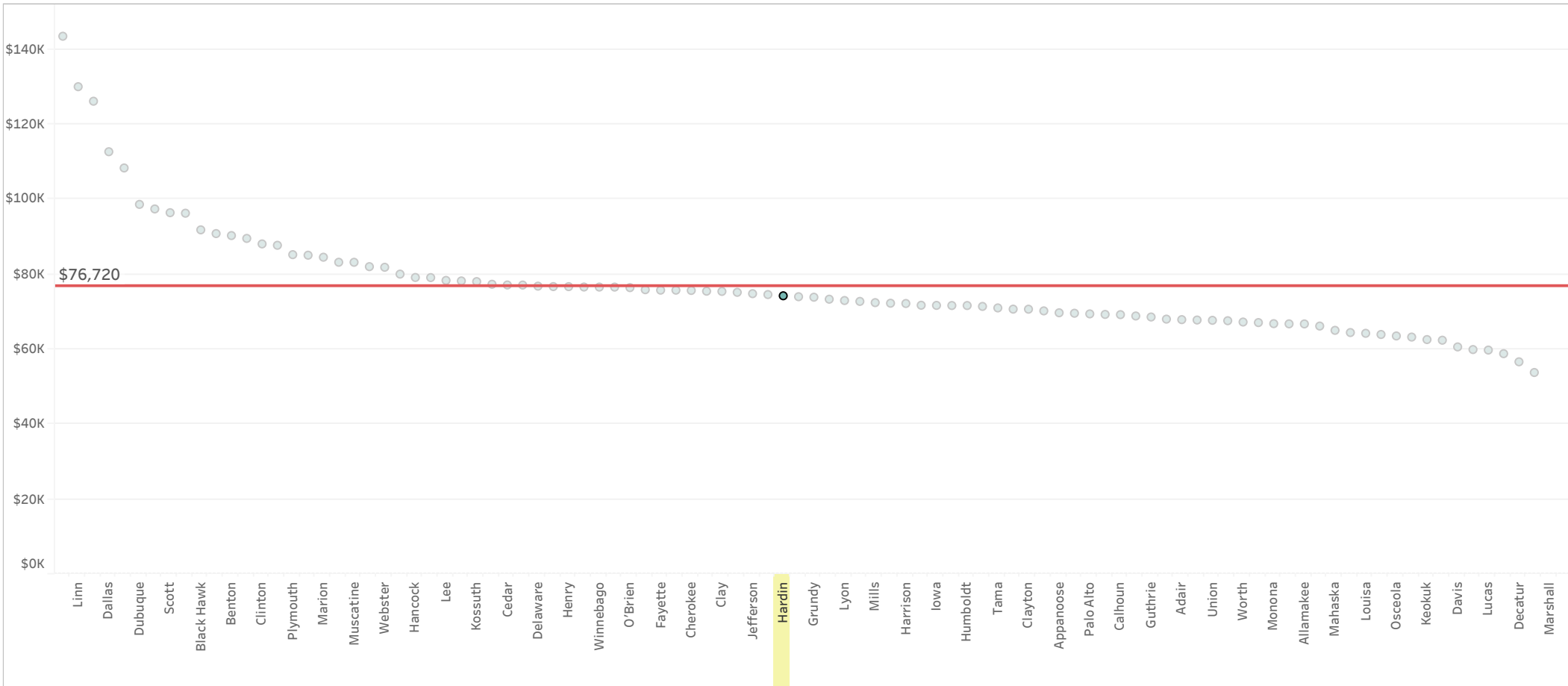
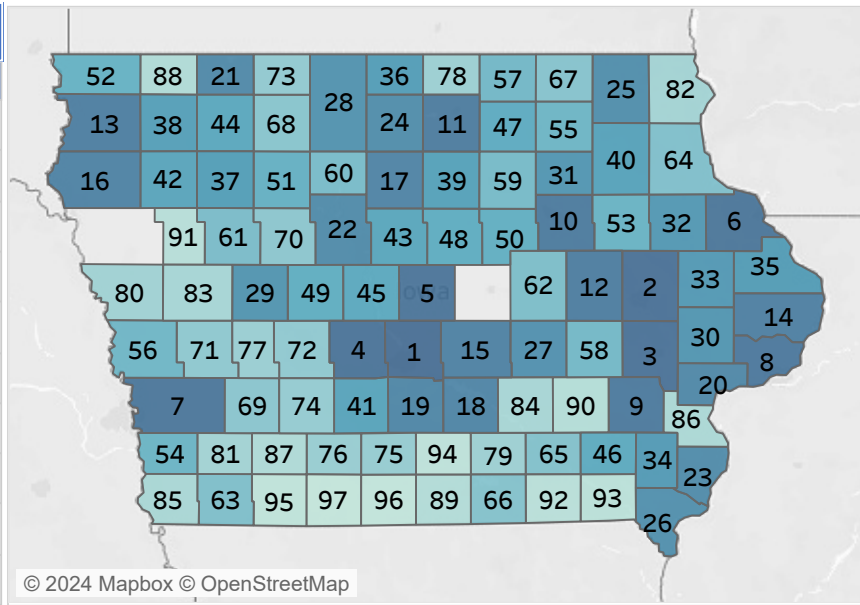
<u>Adair</u> \$67,966 \$3,082 4.75%	<u>Adams</u> \$64,628 \$3,659 6.00%	<u>Allamakee</u> \$66,823 \$2,182 3.38%	<u>Appanoose</u> \$72,334 \$4,095 6.00%	<u>Audubon</u> \$68,892 \$6,417 10.27%	<u>Benton</u> \$95,574 \$6,252 7.00%	<u>Black Hawk</u> \$92,045 \$0 0.00%	<u>Boone</u> \$75,250 \$3,719 5.20%	<u>Bremer</u> \$78,688 \$3,747 5.00%
<u>Buchanan</u> \$75,574 \$3,554 4.93%	<u>Buena Vista</u> \$78,093 \$5,785 8.00%	<u>Butler</u> \$71,729 \$4,041 5.97%	<u>Calhoun</u> \$69,297 \$4,835 7.50%	<u>Carroll</u> \$86,808 \$3,579 4.30%	<u>Cass</u> \$69,359 \$3,926 6.00%	<u>Cedar</u> \$81,072 (\$4,697) -5.48%	<u>Cerro Gordo</u> \$90,915 \$5,146 6.00%	<u>Cherokee</u> \$75,750 \$3,000 4.12%
<u>Chickasaw</u> \$72,351 \$5,974 9.00%	<u>Clarke</u> \$67,915 \$3,234 5.00%	<u>Clay</u> \$77,571 \$3,225 4.34%	<u>Clayton</u> \$70,749 \$5,241 8.00%	<u>Clinton</u> \$91,426 \$4,354 5.00%	<u>Crawford</u> \$66,253 \$1,930 3.00%	<u>Dallas</u> \$112,748 \$7,866 7.50%	<u>Davis</u> \$60,690 \$2,890 5.00%	<u>Decatur</u> \$56,717 \$2,182 4.00%
<u>Delaware</u> \$82,210 \$4,653 6.00%	<u>Des Moines</u> \$81,392 \$5,325 7.00%	<u>Dickinson</u> \$83,375 \$3,361 4.20%	<u>Dubuque</u> \$100,046 \$4,033 4.20%	<u>Emmet</u> \$68,101 \$6,191 10.00%	<u>Fayette</u> \$75,830 \$5,422 7.70%	<u>Floyd</u> \$75,314 \$1,980 2.70%	<u>Franklin</u> \$78,950 \$5,500 7.49%	<u>Fremont</u> \$65,118 \$5,377 9.00%
<u>Greene</u> \$77,895 \$4,754 6.50%	<u>Grundy</u> \$73,946 \$5,477 8.00%	<u>Guthrie</u> \$69,434 \$2,671 4.00%	<u>Hamilton</u> \$82,137 \$6,084 8.00%	<u>Hancock</u> \$86,325 \$10,647 14.07%	<u>Hardin</u> \$77,840 \$7,076 10.00%	<u>Harrison</u> \$72,269 \$2,780 4.00%	<u>Henry</u> \$76,767 \$3,655 5.00%	<u>Howard</u> \$69,672 \$3,317 5.00%
<u>Humboldt</u> \$71,727 \$5,747 8.71%	<u>Ida</u> \$62,538 \$5,691 10.01%	<u>Iowa</u> \$71,766 \$4,063 6.00%	<u>Jackson</u> \$79,227 \$7,801 10.92%	<u>Jasper</u> \$87,796 \$4,970 6.00%	<u>Jefferson</u> \$75,359 \$6,851 10.00%	<u>Johnson</u> \$126,216 \$4,855 4.00%	<u>Jones</u> \$81,113 \$4,591 6.00%	<u>Keokuk</u> \$62,649 \$1,408 2.30%
<u>Kossuth</u> \$81,419 \$4,609 6.00%	<u>Lee</u> \$79,405 \$2,685 3.50%	<u>Linn</u> \$130,091 \$5,124 4.10%	<u>Louisa</u> \$64,321 \$5,847 10.00%	<u>Lucas</u> \$59,850 \$3,120 5.50%	<u>Lyon</u> \$74,116 \$4,913 7.10%	<u>Madison</u> \$77,652 \$7,348 10.45%	<u>Mahaska</u> \$67,370 \$0 0.00%	<u>Marion</u> \$87,475 \$3,186 3.78%
<u>Marshall</u> \$88,787 \$8,072 10.00%	<u>Mills</u> \$73,500 \$4,336 6.27%	<u>Mitchell</u> \$71,804 \$4,697 7.00%	<u>Monona</u> \$72,109 \$5,341 8.00%	<u>Monroe</u> \$70,497 \$6,000 9.30%	<u>Montgomery</u> \$67,478 \$3,819 6.00%	<u>Muscatine</u> \$83,259 \$3,009 3.75%	<u>O'Brien</u> \$76,501 \$2,587 3.50%	<u>Osceola</u> \$63,614 \$3,601 6.00%
<u>Page</u> \$71,630 \$2,656 3.85%	<u>Palo Alto</u> \$69,498 \$3,309 5.00%	<u>Plymouth</u> \$85,299 \$5,206 6.50%	<u>Pocahontas</u> \$73,414 \$5,564 8.20%	<u>Polk</u> \$143,548 \$8,125 6.00%	<u>Pottawattamie</u> \$97,487 \$3,296 3.50%	<u>Poweshiek</u> \$82,386 \$8,164 11.00%	<u>Ringgold</u> \$54,130 \$2,578 5.00%	<u>Sac</u> \$75,879 \$5,621 8.00%
<u>Scott</u> \$96,489 \$0 0.00%	<u>Shelby</u> \$68,940 \$4,082 6.29%	<u>Sioux</u> \$92,203 \$5,219 6.00%	<u>Story</u> \$108,416 \$13,314 14.00%	<u>Tama</u> \$71,282 \$5,280 8.00%	<u>Taylor</u> \$58,890 \$2,536 4.50%	<u>Union</u> \$67,785 \$3,228 5.00%	<u>Van Buren</u> \$67,394 \$2,015 3.08%	<u>Wapello</u> \$71,614 \$6,063 9.25%
<u>Warren</u> \$83,696 \$5,476 7.00%	<u>Washington</u> \$101,433 \$7,077 7.50%	<u>Wayne</u> \$63,316 \$3,584 6.00%	<u>Webster</u> \$81,930 \$2,570 3.24%	<u>Winnebago</u> \$81,651 \$10,135 14.17%	<u>Winneshiek</u> \$87,270 \$10,920 14.30%	<u>Woodbury</u> \$108,350 \$7,089 7.00%	<u>Worth</u> \$67,328 \$3,811 6.00%	<u>Wright</u> \$85,150 \$2,480 3.00%

Recorder

Salary		Iowa High		Iowa Low	
\$74,327		\$143,548		\$53,868	
Peer Groups	Average	Rank	Peers	\$ to Avg.	% to Avg.
Statewide	\$76,720	48	97	\$2,393	3.22%
Contiguous	\$80,724	5	7	\$6,397	8.61%
Population	\$74,004	7	11	(\$323)	-0.43%
Land Value	\$71,107	2	11	(\$3,220)	-4.33%
Revenues	\$74,262	7	11	(\$65)	-0.09%
Levies	\$69,651	4	10	(\$4,676)	-6.29%

The Recorder's pay ranking has climbed 24 positions over the last 10 years. Hardin County is 1 of 97 counties with a County Recorder.

10 Year History				
Year	Rank	Req.	Aprr.	Salary
2015	72	5.00%	2.00%	\$49,139
2016	62	6.00%	6.00%	\$52,087
2017	67	2.00%	2.00%	\$53,129
2018	76	1.50%	0.75%	\$53,527
2019	43	12.30%	12.30%	\$60,111
2020	43	2.80%	2.80%	\$61,794
2021	48	2.75%	2.06%	\$63,069
2022	53	2.00%	2.00%	\$64,330
2023	52	9.00%	6.00%	\$68,190
2024	48	9.00%	9.00%	\$74,327



Salary & Change by County: Recorder

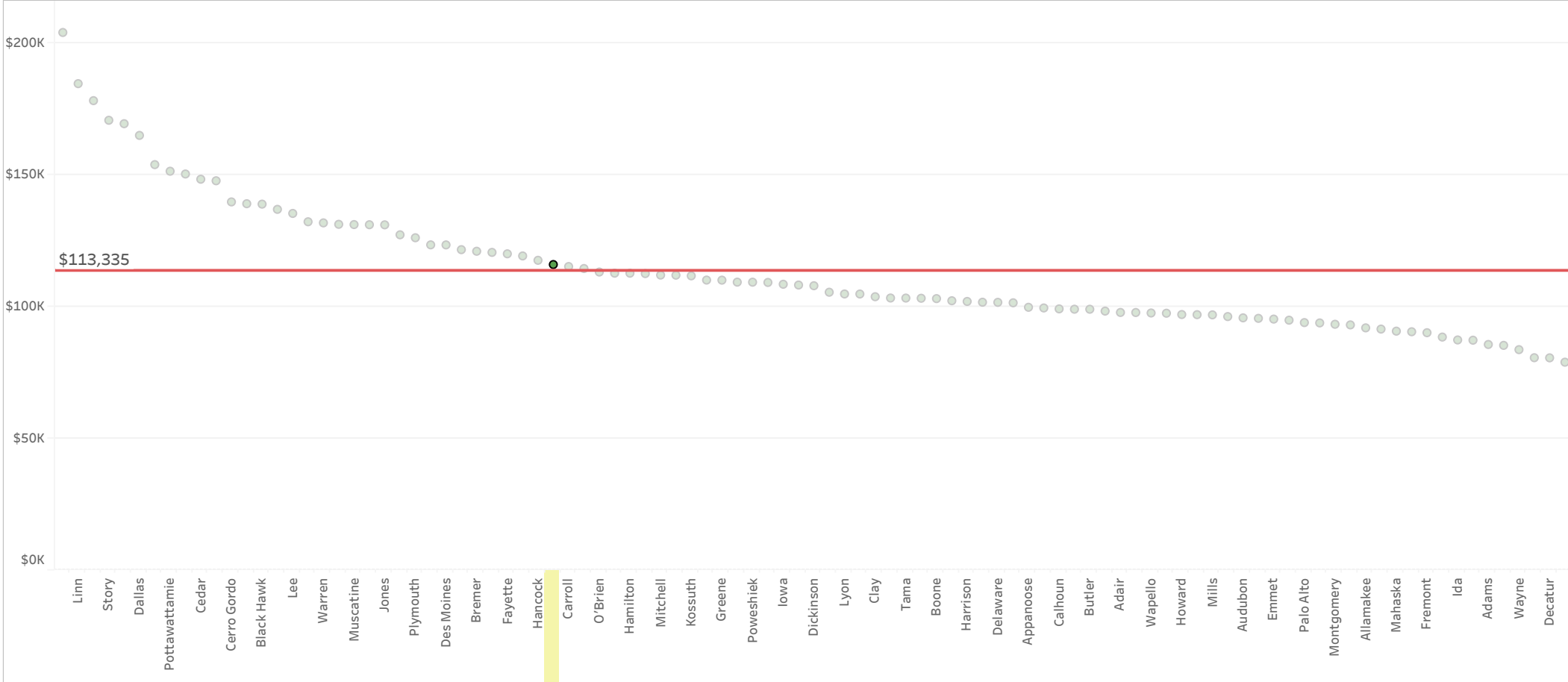
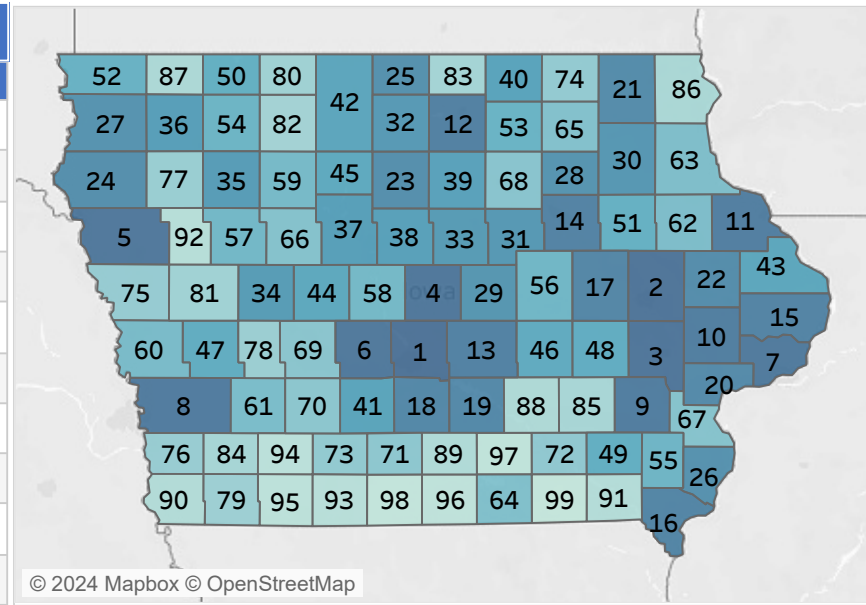
<u>Adair</u> \$67,966 \$3,082 4.75%	<u>Adams</u> \$64,006 \$3,623 6.00%	<u>Allamakee</u> \$66,823 \$3,182 5.00%	<u>Appanoose</u> \$69,794 \$3,323 5.00%	<u>Audubon</u> \$67,676 \$6,251 10.18%	<u>Benton</u> \$90,386 \$5,914 7.00%	<u>Black Hawk</u> \$91,911 \$0 0.00%	<u>Boone</u> \$75,250 \$3,719 5.20%	<u>Bremer</u> \$77,189 \$2,248 3.00%
<u>Buchanan</u> \$72,828 \$3,229 4.64%	<u>Buena Vista</u> \$76,646 \$4,338 6.00%	<u>Butler</u> \$71,729 \$4,041 5.97%	<u>Calhoun</u> \$69,297 \$4,835 7.50%	<u>Carroll</u> \$77,400 \$3,798 5.16%	<u>Cass</u> \$69,359 \$3,926 6.00%	<u>Cedar</u> \$77,207 \$5,719 8.00%	<u>Cerro Gordo</u> \$90,915 \$5,146 6.00%	<u>Cherokee</u> \$75,750 \$3,000 4.12%
<u>Chickasaw</u> \$72,342 \$5,973 9.00%	<u>Clarke</u> \$67,864 \$3,231 5.00%	<u>Clay</u> \$75,493 \$3,225 4.46%	<u>Clayton</u> \$70,749 \$5,241 8.00%	<u>Clinton</u> \$88,158 \$4,198 5.00%	<u>Crawford</u> \$66,253 \$1,930 3.00%	<u>Dallas</u> \$112,748 \$7,866 7.50%	<u>Davis</u> \$60,690 \$2,890 5.00%	<u>Decatur</u> \$56,717 \$2,182 4.00%
<u>Delaware</u> \$76,898 \$4,352 6.00%	<u>Des Moines</u> \$80,107 \$5,241 7.00%	<u>Dickinson</u> \$82,099 \$3,309 4.20%	<u>Dubuque</u> \$98,703 \$4,520 4.80%	<u>Emmet</u> \$68,102 \$6,192 10.00%	<u>Fayette</u> \$75,830 \$5,422 7.70%	<u>Floyd</u> \$74,653 \$1,557 2.13%	<u>Franklin</u> \$75,950 \$4,000 5.56%	<u>Fremont</u> \$64,521 \$4,780 8.00%
<u>Greene</u> \$74,076 \$4,521 6.50%	<u>Grundy</u> \$73,946 \$5,477 8.00%	<u>Guthrie</u> \$68,668 \$2,641 4.00%	<u>Hamilton</u> \$75,553 \$5,597 8.00%	<u>Hancock</u> \$79,211 \$5,182 7.00%	<u>Hardin</u> \$74,327 \$6,137 9.00%	<u>Harrison</u> \$72,269 \$2,780 4.00%	<u>Henry</u> \$76,767 \$3,655 5.00%	<u>Howard</u> \$69,672 \$3,337 5.03%
<u>Humboldt</u> \$71,727 \$5,747 8.71%	<u>Ida</u> \$62,478 \$5,839 10.31%	<u>Iowa</u> \$71,766 \$4,063 6.00%	<u>Jackson</u> \$76,665 \$6,186 8.78%	<u>Jasper</u> \$87,796 \$4,970 6.00%	<u>Jefferson</u> \$74,892 \$6,808 10.00%	<u>Johnson</u> \$126,216 \$4,855 4.00%	<u>Jones</u> \$76,783 \$4,347 6.00%	<u>Keokuk</u> \$62,649 \$4,908 8.50%
<u>Kossuth</u> \$78,114 \$4,421 6.00%	<u>Lee</u> \$78,423 \$2,652 3.50%	<u>Linn</u> \$130,091 \$5,124 4.10%	<u>Louisa</u> \$64,321 \$5,847 10.00%	<u>Lucas</u> \$59,850 \$3,120 5.50%	<u>Lyon</u> \$73,063 \$4,844 7.10%	<u>Madison</u> \$75,825 \$7,175 10.45%	<u>Mahaska</u> \$65,110 \$0 0.00%	<u>Marion</u> \$84,614 \$3,721 4.60%
<u>Marshall</u> \$0	<u>Mills</u> \$72,500 \$4,425 6.50%	<u>Mitchell</u> \$71,804 \$4,697 7.00%	<u>Monona</u> \$66,893 \$4,955 8.00%	<u>Monroe</u> \$67,180 \$3,683 5.80%	<u>Montgomery</u> \$66,842 \$3,783 6.00%	<u>Muscatine</u> \$83,259 \$3,009 3.75%	<u>O'Brien</u> \$76,501 \$2,587 3.50%	<u>Osceola</u> \$63,614 \$3,601 6.00%
<u>Page</u> \$70,765 \$2,624 3.85%	<u>Palo Alto</u> \$69,498 \$3,309 5.00%	<u>Plymouth</u> \$85,299 \$5,206 6.50%	<u>Pocahontas</u> \$73,414 \$5,567 8.21%	<u>Polk</u> \$143,548 \$8,125 6.00%	<u>Pottawattamie</u> \$97,487 \$3,296 3.50%	<u>Poweshiek</u> \$78,289 \$7,758 11.00%	<u>Ringgold</u> \$53,868 \$2,566 5.00%	<u>Sac</u> \$71,490 \$5,307 8.02%
<u>Scott</u> \$96,489 \$0 0.00%	<u>Shelby</u> \$68,940 \$4,082 6.29%	<u>Sioux</u> \$89,627 \$5,073 6.00%	<u>Story</u> \$108,416 \$13,314 14.00%	<u>Tama</u> \$71,088 \$5,266 8.00%	<u>Taylor</u> \$58,890 \$2,536 4.50%	<u>Union</u> \$67,785 \$3,228 5.00%	<u>Van Buren</u> \$59,986 \$1,795 3.08%	<u>Wapello</u> \$70,299 \$5,686 8.80%
<u>Warren</u> \$83,270 \$5,809 7.50%	<u>Washington</u> \$96,351 \$6,722 7.50%	<u>Wayne</u> \$63,316 \$3,584 6.00%	<u>Webster</u> \$81,930 \$2,570 3.24%	<u>Winnebago</u> \$76,650 \$6,135 8.70%	<u>Winneshiek</u> \$79,179 \$5,282 7.15%	<u>Woodbury</u> \$0	<u>Worth</u> \$67,328 \$3,811 6.00%	<u>Wright</u> \$85,150 \$2,480 3.00%

Sheriff

Salary		Iowa High		Iowa Low	
\$116,095		\$204,135		\$79,042	
Peer Groups	Average	Rank	Peers	\$ to Avg.	% to Avg.
Statewide	\$113,335	33	99	(\$2,760)	-2.38%
Contiguous	\$122,370	5	8	\$6,275	5.41%
Population	\$105,783	1	11	(\$10,312)	-8.88%
Land Value	\$103,212	2	11	(\$12,883)	-11.10%
Revenues	\$114,258	5	11	(\$1,837)	-1.58%
Levies	\$108,496	3	11	(\$7,599)	-6.55%

The Sheriff's pay ranking has climbed 22 positions over the last 10 years.

10 Year History				
Year	Rank	Req.	Appr.	Salary
2015	55	3.00%	1.20%	\$67,682
2016	42	8.00%	8.00%	\$73,097
2017	44	3.00%	3.00%	\$75,290
2018	52	2.00%	1.00%	\$76,043
2019	33	10.82%	10.82%	\$84,271
2020	38	2.80%	2.80%	\$86,631
2021	29	7.50%	5.63%	\$91,504
2022	30	3.00%	3.00%	\$94,249
2023	33	20.00%	13.32%	\$106,803
2024	33	8.70%	8.70%	\$116,095



Salary & Change by County: Sheriff

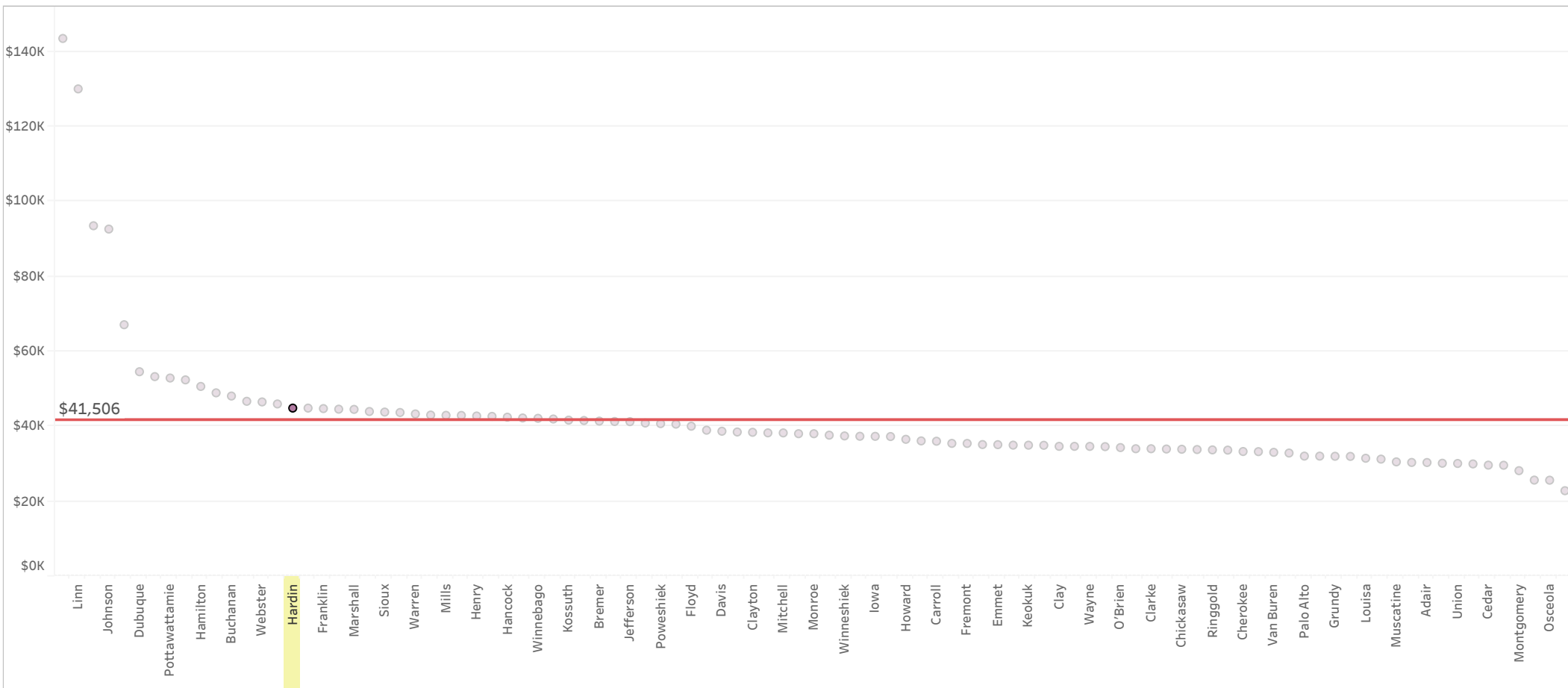
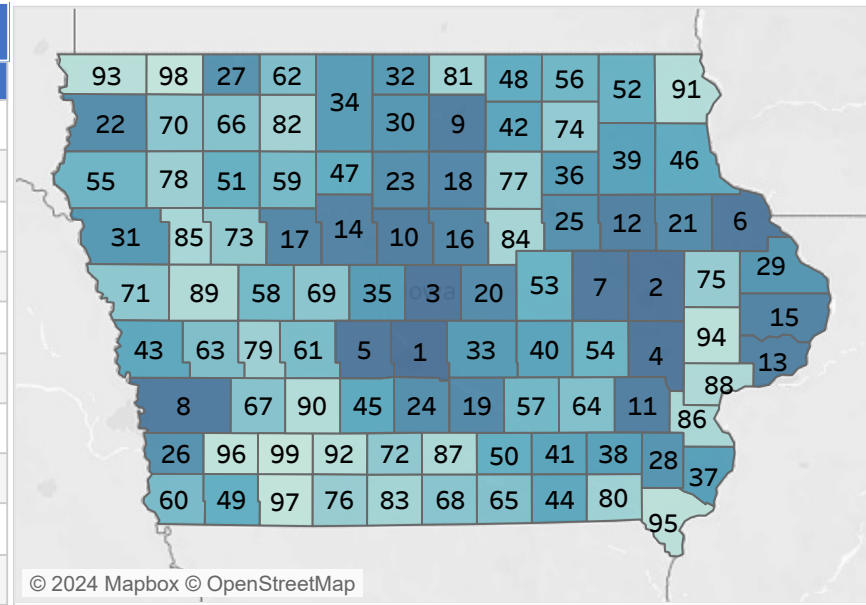
<u>Adair</u> \$97,913 \$4,440 4.75%	<u>Adams</u> \$85,764 \$7,796 10.00%	<u>Allamakee</u> \$92,065 \$5,211 6.00%	<u>Appanoose</u> \$99,873 \$4,756 5.00%	<u>Audubon</u> \$95,868 \$13,443 16.31%	<u>Benton</u> \$132,321 \$8,657 7.00%	<u>Black Hawk</u> \$139,010 \$1 0.00%	<u>Boone</u> \$103,166 \$3,561 3.58%	<u>Bremer</u> \$121,133 \$7,925 7.00%
<u>Buchanan</u> \$105,590 \$10,553 11.10%	<u>Buena Vista</u> \$114,583 \$10,417 10.00%	<u>Butler</u> \$99,131 \$8,889 9.85%	<u>Calhoun</u> \$99,266 \$6,925 7.50%	<u>Carroll</u> \$115,336 \$7,857 7.31%	<u>Cass</u> \$101,795 \$7,628 8.10%	<u>Cedar</u> \$148,463 \$11,631 8.50%	<u>Cerro Gordo</u> \$139,853 \$7,916 6.00%	<u>Cherokee</u> \$96,350 \$3,600 3.88%
<u>Chickasaw</u> \$99,616 \$8,225 9.00%	<u>Clarke</u> \$97,890 \$10,877 12.50%	<u>Clay</u> \$103,884 \$3,375 3.36%	<u>Clayton</u> \$101,577 \$7,524 8.00%	<u>Clinton</u> \$137,029 \$10,151 8.00%	<u>Crawford</u> \$94,983 \$4,695 5.20%	<u>Dallas</u> \$165,088 \$15,008 10.00%	<u>Davis</u> \$79,042 \$3,764 5.00%	<u>Decatur</u> \$80,691 \$5,630 7.50%
<u>Delaware</u> \$101,749 \$7,098 7.50%	<u>Des Moines</u> \$123,545 \$15,172 14.00%	<u>Dickinson</u> \$108,055 \$7,000 6.93%	<u>Dubuque</u> \$147,877 \$6,773 4.80%	<u>Emmet</u> \$95,393 \$12,451 15.01%	<u>Fayette</u> \$120,160 \$17,018 16.50%	<u>Floyd</u> \$104,913 \$3,056 3.00%	<u>Franklin</u> \$112,660 \$10,000 9.74%	<u>Fremont</u> \$90,229 \$9,667 12.00%
<u>Greene</u> \$110,171 \$13,104 13.50%	<u>Grundy</u> \$119,356 \$15,024 14.40%	<u>Guthrie</u> \$98,428 \$3,786 4.00%	<u>Hamilton</u> \$112,809 \$8,356 8.00%	<u>Hancock</u> \$117,700 \$7,700 7.00%	<u>Hardin</u> \$116,095 \$9,292 8.70%	<u>Harrison</u> \$102,090 \$3,927 4.00%	<u>Henry</u> \$103,395 \$4,923 5.00%	<u>Howard</u> \$97,123 \$4,624 5.00%
<u>Humboldt</u> \$109,412 \$11,187 11.39%	<u>Ida</u> \$87,477 \$12,209 16.22%	<u>Iowa</u> \$108,614 \$13,755 14.50%	<u>Jackson</u> \$110,199 \$14,428 15.07%	<u>Jasper</u> \$139,169 \$4,054 3.00%	<u>Jefferson</u> \$108,316 \$14,129 15.00%	<u>Johnson</u> \$178,278 \$8,165 4.80%	<u>Jones</u> \$131,158 \$9,715 8.00%	<u>Keokuk</u> \$93,190 \$7,301 8.50%
<u>Kossuth</u> \$111,804 \$11,306 11.25%	<u>Lee</u> \$135,489 \$4,582 3.50%	<u>Linn</u> \$184,724 \$8,662 4.92%	<u>Louisa</u> \$99,142 \$16,952 20.63%	<u>Lucas</u> \$90,594 \$13,819 18.00%	<u>Lyon</u> \$104,928 \$7,862 8.10%	<u>Madison</u> \$112,056 \$17,944 19.07%	<u>Mahaska</u> \$90,820 \$0 0.00%	<u>Marion</u> \$131,357 \$10,846 9.00%
<u>Marshall</u> \$120,701 \$20,117 20.00%	<u>Mills</u> \$97,000 \$6,354 7.01%	<u>Mitchell</u> \$112,096 \$6,345 6.00%	<u>Monona</u> \$97,073 \$6,350 7.00%	<u>Monroe</u> \$80,741 \$5,333 7.07%	<u>Montgomery</u> \$93,435 \$6,518 7.50%	<u>Muscatine</u> \$131,258 \$6,250 5.00%	<u>O'Brien</u> \$113,249 \$6,410 6.00%	<u>Osceola</u> \$91,603 \$5,185 6.00%
<u>Page</u> \$95,674 \$3,547 3.85%	<u>Palo Alto</u> \$94,068 \$4,479 5.00%	<u>Plymouth</u> \$126,258 \$7,706 6.50%	<u>Pocahontas</u> \$102,357 \$7,757 8.20%	<u>Polk</u> \$204,135 \$12,459 6.50%	<u>Pottawattamie</u> \$151,500 \$5,123 3.50%	<u>Poweshiek</u> \$109,399 \$10,841 11.00%	<u>Ringgold</u> \$87,386 \$12,539 16.75%	<u>Sac</u> \$103,302 \$13,073 14.49%
<u>Scott</u> \$154,004 \$0 0.00%	<u>Shelby</u> \$109,298 \$14,257 15.00%	<u>Sioux</u> \$121,740 \$10,052 9.00%	<u>Story</u> \$170,832 \$11,176 7.00%	<u>Tama</u> \$103,370 \$11,892 13.00%	<u>Taylor</u> \$85,427 \$6,568 8.33%	<u>Union</u> \$97,622 \$4,649 5.00%	<u>Van Buren</u> \$88,571 \$6,238 7.58%	<u>Wapello</u> \$97,711 \$11,849 13.80%
<u>Warren</u> \$131,897 \$18,680 16.50%	<u>Washington</u> \$150,450 \$12,422 9.00%	<u>Wayne</u> \$83,802 \$4,744 6.00%	<u>Webster</u> \$112,816 \$5,184 4.82%	<u>Winnebago</u> \$123,560 \$11,233 10.00%	<u>Winneshiek</u> \$131,200 \$23,200 21.48%	<u>Woodbury</u> \$169,532 \$30,571 22.00%	<u>Worth</u> \$93,938 \$10,438 12.50%	<u>Wright</u> \$127,376 \$3,711 3.00%

Supervisor

Salary		Iowa High		Iowa Low	
\$44,933		\$143,548		\$22,892	
Peer Groups	Average	Rank	Peers	\$ to Avg.	% to Avg.
Statewide	\$41,506	16	99	(\$3,427)	-7.63%
Contiguous	\$48,521	3	8	\$3,588	7.98%
Population	\$39,122	1	11	(\$5,811)	-12.93%
Land Value	\$37,504	2	11	(\$7,429)	-16.53%
Revenues	\$38,091	1	11	(\$6,842)	-15.23%
Levies	\$37,925	1	11	(\$7,008)	-15.60%

The Supervisor's pay ranking has climbed 9 positions over the last 10 years. Hardin County is 1 of 60 counties that has a 3-member Board of Supervisors, and 1 of 64 counties that gives no stipend to the chairperson.

10 Year History				
Year	Rank	Req.	Appr.	Salary
2015	25	1.00%	0.40%	\$34,097
2016	30	0.00%	0.00%	\$34,097
2017	34	0.00%	0.00%	\$34,097
2018	36	0.00%	0.00%	\$34,097
2019	27	7.26%	7.26%	\$36,572
2020	23	2.80%	2.80%	\$37,596
2021	34	2.75%	0.00%	\$37,596
2022	33	2.50%	2.50%	\$38,536
2023	27	9.00%	6.00%	\$40,848
2024	16	10.00%	10.00%	\$44,933



Salary & Change by County: Supervisor

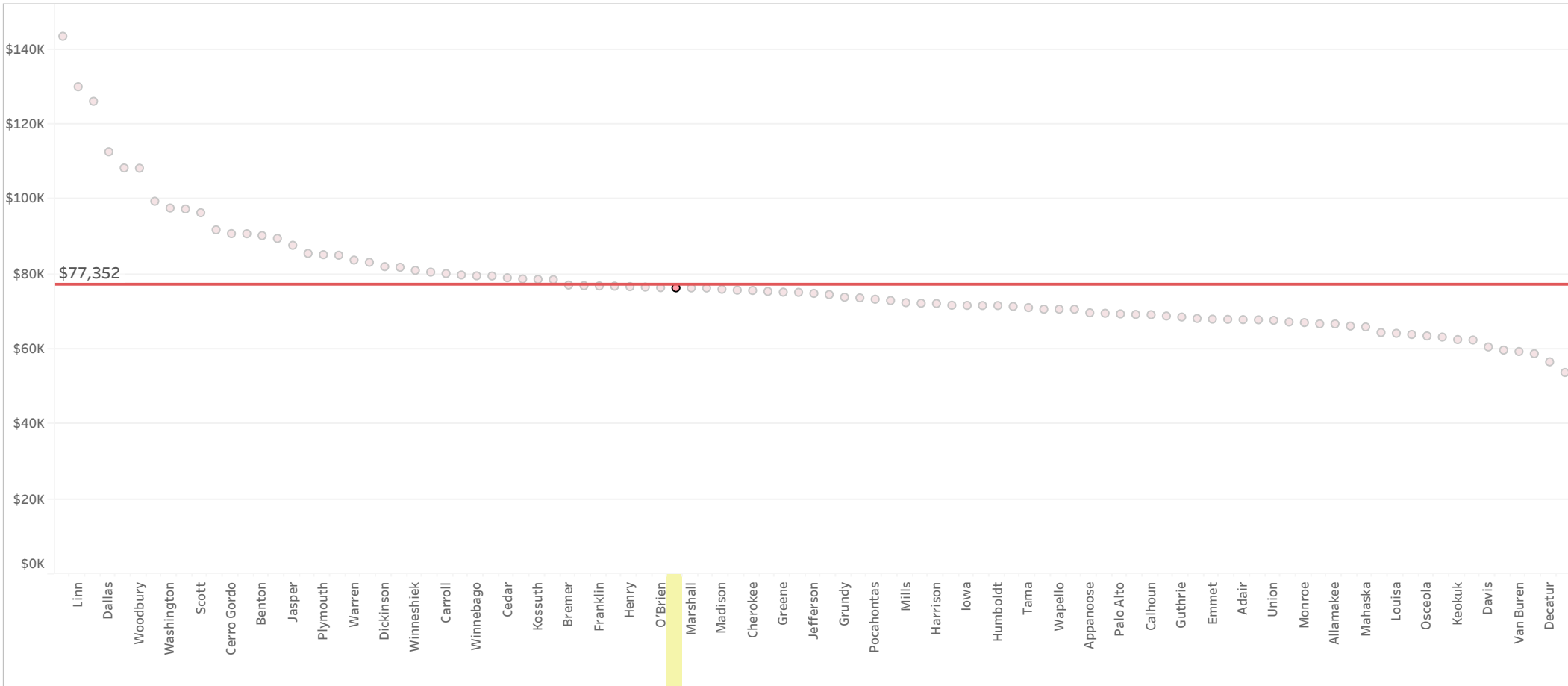
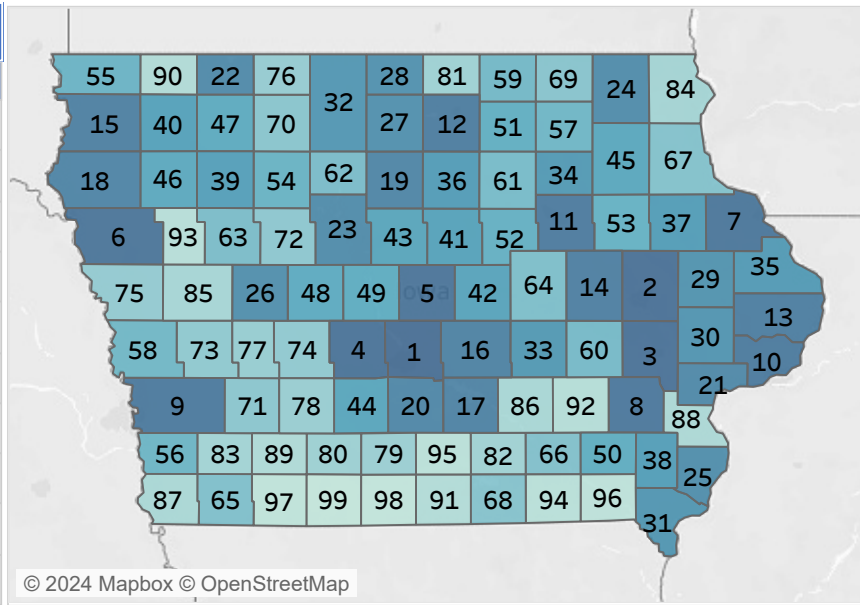
<u>Adair</u> \$30,413 \$0 0.00%	<u>Adams</u> \$22,892 \$667 3.00%	<u>Allamakee</u> \$30,220 \$737 2.50%	<u>Appanoose</u> \$35,006 \$1,667 5.00%	<u>Audubon</u> \$33,316 \$1,885 6.00%	<u>Benton</u> \$53,331 \$4,713 9.69%	<u>Black Hawk</u> \$43,075 \$0 0.00%	<u>Boone</u> \$41,622 \$2,057 5.20%	<u>Bremer</u> \$41,465 \$1,208 3.00%
<u>Buchanan</u> \$48,150 \$3,150 7.00%	<u>Buena Vista</u> \$37,709 \$1,098 3.00%	<u>Butler</u> \$33,721 \$311 0.93%	<u>Calhoun</u> \$44,931 \$3,414 8.22%	<u>Carroll</u> \$36,092 \$1,345 3.87%	<u>Cass</u> \$34,725 \$1,960 5.98%	<u>Cedar</u> \$29,717 \$1,143 4.00%	<u>Cerro Gordo</u> \$52,460 \$0 0.00%	<u>Cherokee</u> \$33,350 \$975 3.01%
<u>Chickasaw</u> \$33,952 \$2,804 9.00%	<u>Clarke</u> \$34,090 \$1,623 5.00%	<u>Clay</u> \$34,729 \$1,650 4.99%	<u>Clayton</u> \$38,475 \$2,850 8.00%	<u>Clinton</u> \$46,037 \$1,507 3.38%	<u>Crawford</u> \$30,431 \$0 0.00%	<u>Dallas</u> \$67,176 \$4,686 7.50%	<u>Davis</u> \$38,757 \$1,129 3.00%	<u>Decatur</u> \$32,120 \$0 0.00%
<u>Delaware</u> \$44,021 \$2,491 6.00%	<u>Des Moines</u> \$41,357 \$851 2.10%	<u>Dickinson</u> \$42,974 \$1,732 4.20%	<u>Dubuque</u> \$54,635 \$2,202 4.20%	<u>Emmet</u> \$35,176 \$3,198 10.00%	<u>Fayette</u> \$40,952 \$1,385 3.50%	<u>Floyd</u> \$40,098 \$0 0.00%	<u>Franklin</u> \$44,800 \$0 0.00%	<u>Fremont</u> \$35,504 \$2,630 8.00%
<u>Greene</u> \$34,652 \$2,115 6.50%	<u>Grundy</u> \$32,081 \$2,377 8.00%	<u>Guthrie</u> \$35,207 \$1,354 4.00%	<u>Hamilton</u> \$50,711 \$3,756 8.00%	<u>Hancock</u> \$42,507 \$2,781 7.00%	<u>Hardin</u> \$44,933 \$4,085 10.00%	<u>Harrison</u> \$39,035 \$0 0.00%	<u>Henry</u> \$42,822 \$2,039 5.00%	<u>Howard</u> \$36,604 \$1,743 5.00%
<u>Humboldt</u> \$38,325 \$1,825 5.00%	<u>Ida</u> \$32,045 \$1,795 5.93%	<u>Iowa</u> \$37,397 \$0 0.00%	<u>Jackson</u> \$42,720 \$2,418 6.00%	<u>Jasper</u> \$42,020 \$0 0.00%	<u>Jefferson</u> \$41,317 \$0 0.00%	<u>Johnson</u> \$92,694 \$3,565 4.00%	<u>Jones</u> \$33,875 \$1,303 4.00%	<u>Keokuk</u> \$35,036 \$2,745 8.50%
<u>Kossuth</u> \$41,722 \$1,018 2.50%	<u>Lee</u> \$29,683 \$497 1.70%	<u>Linn</u> \$130,091 \$5,124 4.10%	<u>Louisa</u> \$31,553 \$1,856 6.25%	<u>Lucas</u> \$31,319 \$1,632 5.50%	<u>Lyon</u> \$30,037 \$1,155 4.00%	<u>Madison</u> \$38,555 \$1,444 3.89%	<u>Mahaska</u> \$36,180 \$0 0.00%	<u>Marion</u> \$44,645 \$2,487 5.90%
<u>Marshall</u> \$44,587 \$4,053 10.00%	<u>Mills</u> \$43,000 \$2,135 5.22%	<u>Mitchell</u> \$38,312 \$1,825 5.00%	<u>Monona</u> \$34,092 \$2,525 8.00%	<u>Monroe</u> \$38,096 \$2,384 6.68%	<u>Montgomery</u> \$28,236 \$1,293 4.80%	<u>Muscatine</u> \$30,589 \$815 2.74%	<u>O'Brien</u> \$34,399 \$1,163 3.50%	<u>Osceola</u> \$25,696 \$1,255 5.13%
<u>Page</u> \$38,102 (\$1,178) -3.00%	<u>Palo Alto</u> \$32,125 \$1,236 4.00%	<u>Plymouth</u> \$37,344 \$1,608 4.50%	<u>Pocahontas</u> \$35,520 \$2,677 8.15%	<u>Polk</u> \$143,548 \$8,125 6.00%	<u>Pottawattamie</u> \$52,955 \$1,791 3.50%	<u>Poweshiek</u> \$40,788 \$4,042 11.00%	<u>Ringgold</u> \$33,782 \$1,609 5.00%	<u>Sac</u> \$34,014 \$1,620 5.00%
<u>Scott</u> \$46,745 \$600 1.30%	<u>Shelby</u> \$35,050 \$1,907 5.75%	<u>Sioux</u> \$43,873 \$1,278 3.00%	<u>Story</u> \$93,581 \$6,122 7.00%	<u>Tama</u> \$37,414 \$2,771 8.00%	<u>Taylor</u> \$25,721 \$1,108 4.50%	<u>Union</u> \$30,160 \$299 1.00%	<u>Van Buren</u> \$33,130 \$992 3.09%	<u>Wapello</u> \$40,658 \$991 2.50%
<u>Warren</u> \$43,374 \$6,460 17.50%	<u>Washington</u> \$49,001 \$1,885 4.00%	<u>Wayne</u> \$34,713 \$0 0.00%	<u>Webster</u> \$46,577 \$1,125 2.47%	<u>Winnebago</u> \$42,204 \$3,807 9.91%	<u>Winneshiek</u> \$37,507 \$192 0.51%	<u>Woodbury</u> \$42,298 \$3,845 10.00%	<u>Worth</u> \$32,942 \$1,100 3.46%	<u>Wright</u> \$43,753 \$1,274 3.00%

Treasurer

Salary		Iowa High		Iowa Low	
\$76,462		\$143,548		\$53,868	
Peer Groups	Average	Rank	Peers	\$ to Avg.	% to Avg.
Statewide	\$77,352	41	99	\$890	1.16%
Contiguous	\$80,688	4	8	\$4,226	5.53%
Population	\$74,236	3	11	(\$2,226)	-2.91%
Land Value	\$71,379	1	11	(\$5,083)	-6.65%
Revenues	\$74,978	6	11	(\$1,484)	-1.94%
Levies	\$73,370	4	11	(\$3,092)	-4.04%

The Treasurer's pay ranking has climbed 29 positions over the last 10 years. Hardin County is 1 of 82 counties that issues drivers licenses.

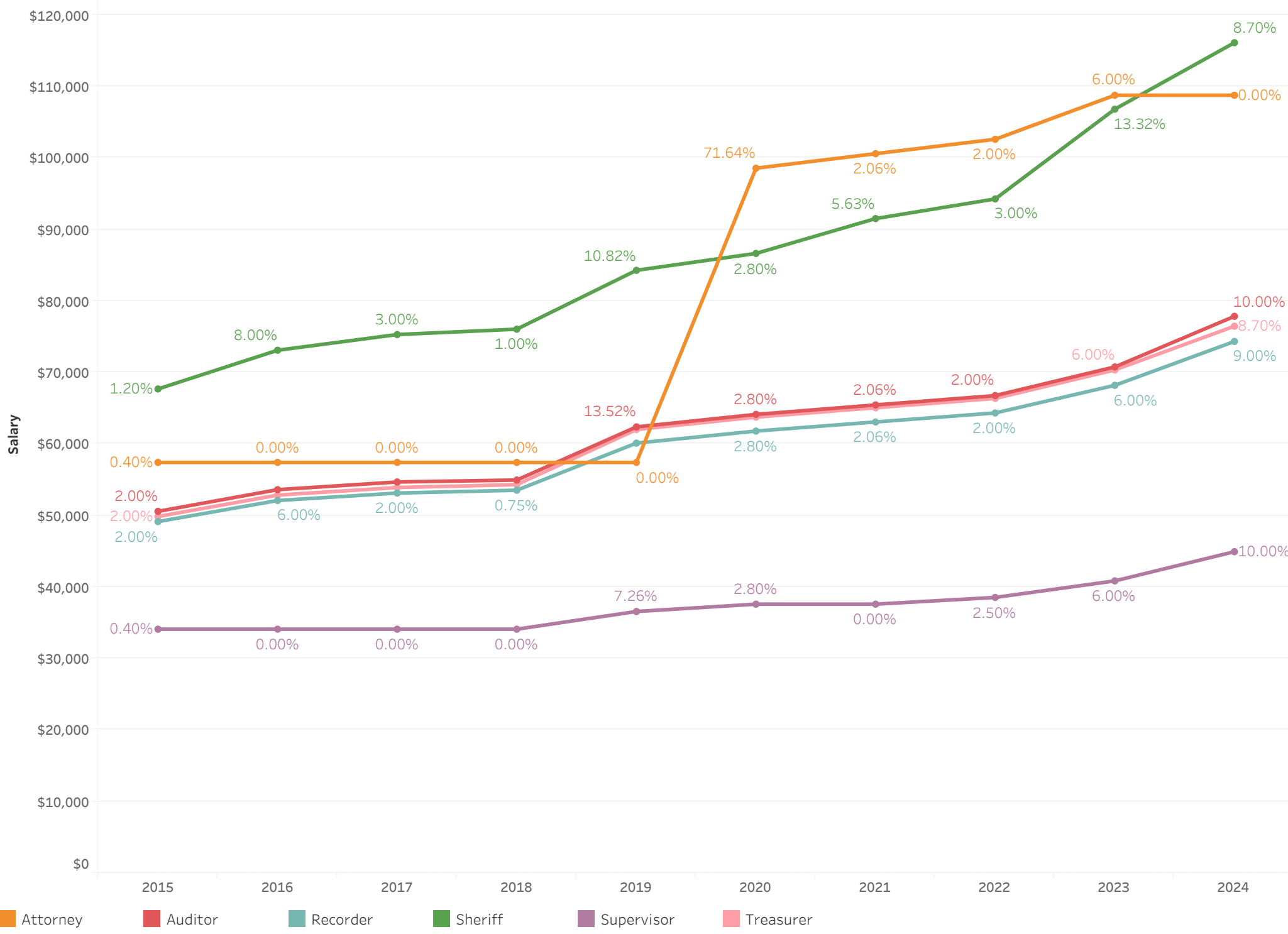
10 Year History				
Year	Rank	Req.	Appr.	Salary
2015	70	5.00%	2.00%	\$49,855
2016	60	6.00%	6.00%	\$52,846
2017	65	2.00%	2.00%	\$53,903
2018	74	1.50%	0.75%	\$54,307
2019	38	14.18%	14.18%	\$62,008
2020	40	2.80%	2.80%	\$63,744
2021	42	2.75%	2.06%	\$65,059
2022	46	2.00%	2.00%	\$66,360
2023	49	9.00%	6.00%	\$70,342
2024	41	8.70%	8.70%	\$76,462



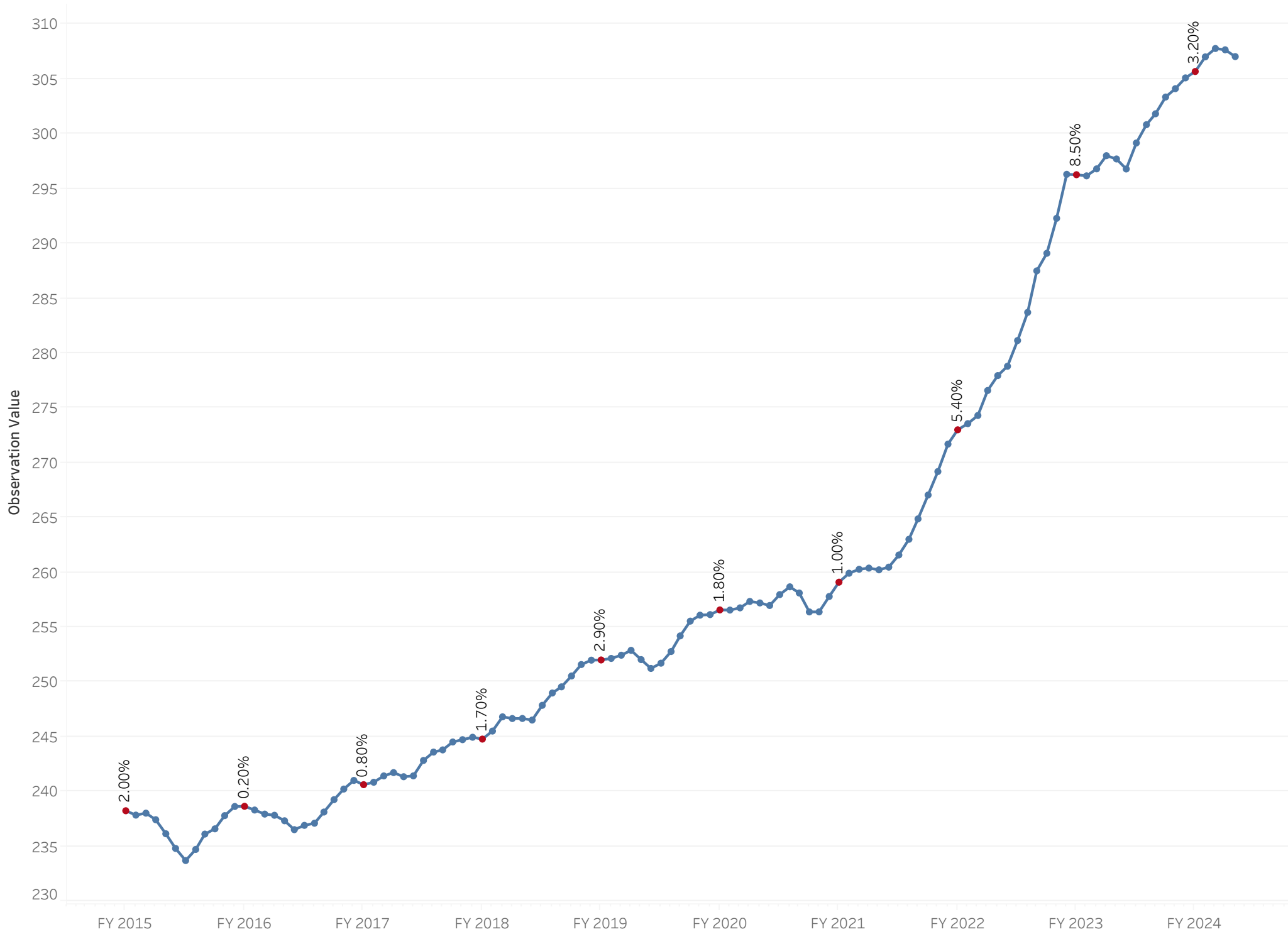
Salary & Change by County: Treasurer

<u>Adair</u> \$67,966 \$3,082 4.75%	<u>Adams</u> \$64,006 \$3,623 6.00%	<u>Allamakee</u> \$66,823 \$3,182 5.00%	<u>Appanoose</u> \$69,794 \$3,323 5.00%	<u>Audubon</u> \$68,042 \$6,092 9.83%	<u>Benton</u> \$90,386 \$5,914 7.00%	<u>Black Hawk</u> \$91,911 \$0 0.00%	<u>Boone</u> \$75,250 \$3,719 5.20%	<u>Bremer</u> \$77,189 \$2,248 3.00%
<u>Buchanan</u> \$73,774 \$3,228 4.58%	<u>Buena Vista</u> \$76,646 \$4,338 6.00%	<u>Butler</u> \$71,729 \$4,041 5.97%	<u>Calhoun</u> \$69,297 \$6,835 10.94%	<u>Carroll</u> \$80,247 \$3,938 5.16%	<u>Cass</u> \$69,359 \$3,926 6.00%	<u>Cedar</u> \$79,126 \$6,332 8.70%	<u>Cerro Gordo</u> \$90,915 \$5,146 6.00%	<u>Cherokee</u> \$75,750 \$3,000 4.12%
<u>Chickasaw</u> \$72,342 \$5,973 9.00%	<u>Clarke</u> \$67,915 \$3,234 5.00%	<u>Clay</u> \$75,493 \$3,225 4.46%	<u>Clayton</u> \$70,749 \$5,241 8.00%	<u>Clinton</u> \$90,880 \$4,328 5.00%	<u>Crawford</u> \$66,253 \$1,930 3.00%	<u>Dallas</u> \$112,748 \$7,866 7.50%	<u>Davis</u> \$60,690 \$2,890 5.00%	<u>Decatur</u> \$56,717 \$2,182 4.00%
<u>Delaware</u> \$76,898 \$4,352 6.00%	<u>Des Moines</u> \$80,634 \$5,275 7.00%	<u>Dickinson</u> \$82,100 \$3,309 4.20%	<u>Dubuque</u> \$99,554 \$4,013 4.20%	<u>Emmet</u> \$68,101 \$6,191 10.00%	<u>Fayette</u> \$75,830 \$5,422 7.70%	<u>Floyd</u> \$74,653 \$1,557 2.13%	<u>Franklin</u> \$76,950 \$5,000 6.95%	<u>Fremont</u> \$64,521 \$4,780 8.00%
<u>Greene</u> \$75,297 \$4,595 6.50%	<u>Grundy</u> \$73,946 \$5,477 8.00%	<u>Guthrie</u> \$68,665 \$2,641 4.00%	<u>Hamilton</u> \$76,416 \$5,660 8.00%	<u>Hancock</u> \$79,873 \$5,225 7.00%	<u>Hardin</u> \$76,462 \$6,120 8.70%	<u>Harrison</u> \$72,269 \$2,780 4.00%	<u>Henry</u> \$76,767 \$3,655 5.00%	<u>Howard</u> \$69,672 \$3,337 5.03%
<u>Humboldt</u> \$71,727 \$5,747 8.71%	<u>Ida</u> \$62,538 \$5,691 10.01%	<u>Iowa</u> \$71,766 \$4,063 6.00%	<u>Jackson</u> \$77,023 \$6,544 9.29%	<u>Jasper</u> \$87,796 \$4,970 6.00%	<u>Jefferson</u> \$74,969 \$6,815 10.00%	<u>Johnson</u> \$126,216 \$4,855 4.00%	<u>Jones</u> \$79,601 \$4,505 6.00%	<u>Keokuk</u> \$62,649 \$4,908 8.50%
<u>Kossuth</u> \$78,703 \$4,455 6.00%	<u>Lee</u> \$78,813 \$2,665 3.50%	<u>Linn</u> \$130,091 \$5,124 4.10%	<u>Louisa</u> \$64,321 \$5,847 10.00%	<u>Lucas</u> \$59,850 \$3,120 5.50%	<u>Lyon</u> \$73,063 \$4,844 7.10%	<u>Madison</u> \$76,071 \$6,928 10.02%	<u>Mahaska</u> \$66,020 \$0 0.00%	<u>Marion</u> \$85,633 \$3,427 4.17%
<u>Marshall</u> \$76,436 \$6,949 10.00%	<u>Mills</u> \$72,500 \$4,425 6.50%	<u>Mitchell</u> \$71,804 \$4,697 7.00%	<u>Monona</u> \$68,266 \$5,057 8.00%	<u>Monroe</u> \$67,180 \$3,683 5.80%	<u>Montgomery</u> \$66,842 \$3,783 6.00%	<u>Muscatine</u> \$83,259 \$3,009 3.75%	<u>O'Brien</u> \$76,501 \$2,587 3.50%	<u>Osceola</u> \$63,614 \$3,601 6.00%
<u>Page</u> \$70,765 \$2,624 3.85%	<u>Palo Alto</u> \$69,498 \$3,309 5.00%	<u>Plymouth</u> \$85,299 \$5,206 6.50%	<u>Pocahontas</u> \$73,414 \$5,567 8.21%	<u>Polk</u> \$143,548 \$8,125 6.00%	<u>Pottawattamie</u> \$97,487 \$3,296 3.50%	<u>Poweshiek</u> \$78,625 \$7,791 11.00%	<u>Ringgold</u> \$53,868 \$2,316 4.49%	<u>Sac</u> \$71,490 \$5,307 8.02%
<u>Scott</u> \$96,489 \$0 0.00%	<u>Shelby</u> \$68,940 \$3,666 5.62%	<u>Sioux</u> \$89,628 \$5,074 6.00%	<u>Story</u> \$108,416 \$13,314 14.00%	<u>Tama</u> \$71,186 \$5,273 8.00%	<u>Taylor</u> \$58,890 \$2,536 4.50%	<u>Union</u> \$67,785 \$3,228 5.00%	<u>Van Buren</u> \$59,462 \$1,779 3.08%	<u>Wapello</u> \$70,760 \$5,723 8.80%
<u>Warren</u> \$83,856 \$5,266 6.70%	<u>Washington</u> \$97,745 \$6,819 7.50%	<u>Wayne</u> \$63,316 \$3,584 6.00%	<u>Webster</u> \$81,930 \$2,570 3.24%	<u>Winnebago</u> \$79,650 \$9,135 12.95%	<u>Winneshiek</u> \$81,095 \$5,621 7.45%	<u>Woodbury</u> \$108,348 \$7,088 7.00%	<u>Worth</u> \$67,328 \$3,811 6.00%	<u>Wright</u> \$85,150 \$2,480 3.00%

10 Year Increases by Position



10 Year CPI and Inflation



Iowa Code for County Compensation Boards

331.905 County Compensation Board

1. There is created in each county a county compensation board which shall be composed of seven members who are residents of the county. The members of the county compensation board shall be selected as follows:
 - a. Two members shall be appointed by the board of supervisors.
 - b. One member shall be appointed by each of the following county officers: the county auditor, county attorney, county recorder, county treasurer, and county sheriff.
2. The members of the county compensation board shall be appointed to four-year, staggered terms of office. The members of the county compensation board shall not be officers or employees of the state or a political subdivision of the state. A term shall be effective on the first of July of the year of appointment and a vacancy shall be filled for the unexpired term in the same manner as the original appointment.
3. The members of the county compensation board shall receive no compensation, but they shall be reimbursed for their actual and necessary expenses incurred in the performance of their official duties.
4. The county compensation board shall elect a chairperson and vice chairperson annually from among its membership. The county compensation board shall meet at the call of the chairperson or upon written request of a majority of its membership. The concurrence of a majority of the members of the county compensation board shall determine any matter relating to its duties.
5. The board of supervisors shall provide the necessary office facilities and the technical and clerical assistance requested by the county compensation board to carry out its duties.
6. The expenses of the county compensation board members, the salaries and expenses of any technical and clerical assistance, and the cost of providing any facilities shall be paid from the general fund of the county.

331.907 Compensation Schedule — Preparation and Adoption

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 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.
2. At the public hearing held on the county budget as provided in section 331.434, the county compensation board shall submit its recommended compensation schedule for the next fiscal year to the board of supervisors for inclusion in the county budget. The board

of supervisors shall review the recommended compensation schedule for the elected county officers and determine the final compensation schedule which shall not exceed the compensation schedule recommended by the county compensation board. In determining the final compensation schedule if the board of supervisors wishes to reduce the amount of the recommended compensation schedule, the amount of salary increase proposed for each elected county officer, except as provided in subsection 3, shall be reduced an equal percentage. A copy of the final compensation schedule shall be filed with the county budget at the office of the director of the department of management. The final compensation schedule takes effect on July 1 following its adoption by the board of supervisors.

3. The board of supervisors may adopt a decrease in compensation paid to supervisors irrespective of the county compensation board's recommended compensation schedule or other approved changes in compensation paid to other elected county officers. A decrease in compensation paid to supervisors shall be adopted by the board of supervisors no less than thirty days before the county budget is certified under section 24.17.
4. The elected county officers are also entitled to receive their actual and necessary expenses incurred in performance of official duties of their respective offices. The board of supervisors may authorize the reimbursement of expenses related to an educational course, seminar, or school which is attended by a county officer after the county officer is elected, but prior to the county officer taking office.
5. In counties having two courthouses, a principal elected county officer and the principal officer's first deputy or assistant may agree in writing to a division of their annual salaries. The division shall not allow for payment to the elected officer and the first deputy or assistant which is greater than the sum of the two salaries otherwise authorized by law. Upon certification to the board by the elected officer involved, the board shall certify to the auditor the annual salaries certified by the elected officer.