

**WOODBURY COUNTY BOARD OF SUPERVISORS AGENDA ITEM(S) REQUEST FORM**

Date: 2/11/25 Weekly Agenda Date: 2/18/25

**ELECTED OFFICIAL / DEPARTMENT HEAD / CITIZEN:** Supervisor Matthew Ung

**WORDING FOR AGENDA ITEM:**

Approval of salary increase for the Juvenile Detention Director position

**ACTION REQUIRED:**

- Approve Ordinance       Approve Resolution       Approve Motion   
Public Hearing       Other: Informational       Attachments

**EXECUTIVE SUMMARY:**

It is proposed to increase the annual salary of the juvenile detention director by 10% to \$98,822.15. This would affect the minimum and maximum compensation levels accordingly going forward.

**BACKGROUND:**

This department head position may be the only one that has not received a salary adjustment to the ranges since 2017, which is when Ryan Weber became the director. For reference, Pottawattamie County is at ~ \$107,000. Woodbury County is on par with juvenile detention staff wages, but despite having one of the largest juvenile detention centers in the state, not the director position.

**FINANCIAL IMPACT:**

The base annual wage would increase from \$89,838.32 to \$98,822.15. This will not fully address the disparity in one year (unless the board wants to do more than 10%), but would be a meaningful and justified step. Ryan has consistently brought in deals for additional revenue with other counties/states/tribes, etc.

**IF THERE IS A CONTRACT INVOLVED IN THE AGENDA ITEM, HAS THE CONTRACT BEEN SUBMITTED AT LEAST ONE WEEK PRIOR AND ANSWERED WITH A REVIEW BY THE COUNTY ATTORNEY'S OFFICE?**

Yes       No

**RECOMMENDATION:**

In addition to consideration of comparables, Ryan is one of the lowest drama, low-key county leaders we have. He became director in a horrible environment, did an exceptional job navigating the pandemic while being regulated by several agencies, and has kept residents safe despite an older and more difficult population. He stands up for common sense in his department and serves the public well.

**ACTION REQUIRED / PROPOSED MOTION:**

Approve a 10% salary increase for the juvenile detention director position, effective 2/18/25