Proposed Minutes

Ottawa County Officers' Compensation Commission
Monday, May 18, 2026 – 3:00 p.m.
Administration Building; Conference Room D

MEMBERS PRESENT: Mark Brouwer, Ron Frantz, Lynn Janson, Angela Loreth, Amanda Price, Craig Dunlap, and Nathan Slauer

STAFF PRESENT: Brian Dissette and Regina MacMillan

GUESTS PRESENT: Doug Van Essen

The meeting was called to order by Chair Price at 3:00 p.m.

1. PUBLIC COMMENT: None.

2. APPROVAL OF AGENDA

   Ron Frantz moved to approve the agenda as presented with the addition of Road Commission as item 6.i. and the change in meeting time to 12:00 p.m. on Wednesday, May 27, if needed. Supported by Lynn Janson. Motion carried.

3. APPROVAL OF MINUTES FROM MAY 4, 2026

   Lynn Janson moved to approve the May 4, 2026, meeting minutes. Supported by Ron Frantz. Motion carried.

4. ACTION ITEMS

   a. Review of Requested Information from May 4th OCC Meeting:

      Brian Dissette reviewed the requested material and responded to questions from the May 4, 2026, meeting. Information included census data, current and historical employee longevity, and health insurance coverage.

[Nathan Slauer arrived at 3:15 p.m.]

Discussed the countywide elected officials benefits. The Board of Commissioners are able to participate in the retirement program, life insurance program, and can pay for health insurance through the County if they choose to purchase it.

The Baker Tilly employee wage study is on the May 19, 2026, Board of Commissioners agenda. The form submitted by the Treasurer during the May 4, 2026, public hearing has been corrected and provided for reference. The draft FY27 budget will likely include a proposed cost of living adjustment (COLA) of 2.75 - 3% but will be determined by the Board of Commissioner.

   b. Human Resources Update:

      Erin Rotman, Ottawa County Benefits Analyst, was thanked for her work in summarizing employee benefits for the commission materials.

5. COMMISSION DISCUSSION

Discussion occurred on previously proposed wage parody for the Treasurer, Water Resources Commissioner, and Clerk/Register positions. Per request, Brian Dissette identified current salaries for chief deputies for each office without Baker Tilly recommendations. Discussion occurred on the potential of increasing countywide elected officials to 10% above the top step for the current deputies as well as Ottawa's Clerk/ROD being paid under the median of neighboring counties based on the Municipal Consulting Services report.

6. RECOMMENDATIONS

a. Board of Commissioners (Commissioners, Vice Chairperson, and Chairperson):

Lynn Janson moved to increase the Chairperson pay to $50,000, vice-chair to $47,000, and commissioners to $45,000. Supported by Ron Frantz.

Discussed financial incentive to encourage residents to run for office. Reviewed the proposed increase compared to neighboring. Discussed a phase-in strategy.

Ron Frantz proposed an amendment to state $35,000 for commissioners, $40,000 for vice-chair, and $45,000 for chairman in 2027 and $40,000 for commissioners, $45,000 for vice-chair, and $50,000 for chairman in 2028 with no COLA. Supported by Lynn Janson.

Craig Dunlap called to question the amended motion. Motion Passed.

Roll call on amended motion.

Yeas: Janson, Loreth, Dunlap - 3
Nays: Brouwer, Frantz, Slauer, Price - 4
Motion failed.

Consensus to start with new motion.

Ron Frantz moved to pay commissioners $25,000, vice-chair $30,000, and chair $35,000 +COLA for 2027 and commissioners $30,000, vice-chair $35,000, and chair $40,000 +COLA for 2028. Supported by Nathan Slauer.

Angela Loreth moved to amend the motion to pay commissioners $30,000, vice-chair $35,000, and chair $40,000 +COLA for 2027 and commissioners $35,000, vice-chair $40,000, and chair $45,000 +COLA for 2028. Supported by Lynn Janson. Ron Frantz accepted amendment to original motion. Roll call.

Yeas: Brouwer, Frantz, Janson, Loreth, Dunlap, Slauer, Price - 7
Nays: - 0
Motion carried.

b. Prosecutor:

Lynn Janson moved to increase the Prosecutor's pay by 4.5% each of the next 2 years. Supported by Frantz. Motion withdrawn.

Lynn Janson moved to increase the Prosecutor's pay by $2,917.08 + unclassified employee COLA for 2027. Motion withdrawn.

Lynn Janson moved for Prosecutor to receive a 4.5% increase in 2027 and 4.5% increase in 2028, equating to $198,000 + COLA in 2027 and $201,500 + COLA in 2028. Supported by Craig Dunlap. Motion withdrawn.

Lynn Janson moved for the Prosecutor to receive a 4.5% increase in 2027 and a 4.5% increase in 2028 with no COLA. Supported by Angela Loreth. Motion withdrawn.

Angela Loreth moved to increase the Prosecutor's salary by $3,000 + COLA in 2027 and $3,000 + COLA tied to unclassified employees in 2028. Supported by Lynn Janson. Roll call.

Yeas: Brouwer, Frantz, Janson, Loreth, Dunlap, Slauer, Price - 7
Nays: - 0
Motion carried.

c. Sheriff:

Lynn Janson moved to increase the Sheriff's salary by $3,000 + COLA as tied to unclassified employees in 2027 and $3,000 + COLA tied to unclassified employees in 2028. Supported by Angela Loreth. Roll call.

Yeas: Brouwer, Frantz, Janson, Loreth, Dunlap, Slauer, Price - 7
Nays: - 0
Motion carried.

d. Treasurer:

Lynn Janson moved to increase the Treasurer & Water Resources Commissioner salaries by $2,500 +COLA in 2027 as tied to unclassified employees. Motion withdrawn.

Mark Brouwer moved to increase the Treasurer's salary by $2,000 +COLA for 2027 and $2,000 +COLA for 2028. Supported by Lynn Janson. Roll call.

Yeas: Brouwer, Frantz, Janson, Loreth, Dunlap, Slauer, Price - 7
Nays: - 0
Motion carried.

[Nathan Slauer left at 5:33 p.m.]

Lynn Janson moved to increase the Water Resources Commissioner salary by $2,000 +COLA for 2027 and $2,000 +COLA for 2028. Supported by Craig Dunlap. Roll call.

Yeas: Janson, Loreth, Dunlap – 3
Nays: Brouwer, Frantz, Price – 3
Motion failed.

The Water Resources Commissioner salary discussion ceased until agenda item h.

e. Clerk/Register of Deeds:

Lynn Janson moved to set the Clerk/Register salary to $150,000 +COLA for 2027 and an increase of $5,000 +COLA as tied to unclassified employees for 2028. Supported by Mark Brouwer.

Lynn Janson amended the motion to set the Clerk/Register salary to $150,000 +COLA for 2027 and COLA only for 2028. Supported by Mark Brouwer. Roll Call.

Yeas: Brouwer, Frantz, Janson, Loreth, Dunlap, Price - 6
Nays: - 0
Motion carried.

f. Road Commissioners:

Angela Loreth moved for a COLA increase for 2027 and 2028 as tied to the County's unclassified employees. Supported by Mark Brouwer. Roll call.

Yeas: Brouwer, Frantz, Janson, Loreth, Dunlap, Price - 6
Nays: - 0
Motion carried.

g. Board of Commissioners Clarification:

Mark Brouwer moved to clarify original motion to increase salaries for commissioners to $30,000, vice-chair to $35,000, and chair to $40,000 +COLA for 2027 and an additional $5,000 for each position +COLA for year 2 (2028). Supported by Angela Loreth. Roll call.

Yeas: Brouwer, Frantz, Janson, Loreth, Dunlap, Price – 6
Nays: - 0
Motion carried.

h. Water Resources Commissioner:

Ron Frantz moved to increase the Water Resources Commissioner salary to $12,000 +COLA for 2027 and COLA only for 2028. Supported by Mark Brouwer. Roll call.

Yeas: Brouwer, Frantz, Loreth, Price – 4
Nays: Janson, Dunlap – 2
Motion carried.

Nays: - 0
Motion carried.

7. Commission Considerations or Recommendations for Future:

   Lynn Janson moved to authorize Chair Price to submit the commission's determinations to the Board of Commissioners. Supported by Mark Brouwer. Voice vote. Motion carried.

   Consensus received on a letter format.

8. Next meeting – Wednesday, May 27th at 12:00 p.m. (if needed):

   Consensus received to cancel the OCC meeting scheduled for Wednesday, May 27, 2026, at 12 p.m.

The meeting was adjourned at 6:03 p.m.