

Clayton County Compensation Board Meeting Minutes: 1/7/2026

The Clayton County Compensation Board met Wednesday, January 7, 2026, at 6:00 PM at the Clayton County Office Building in Elkader, Iowa. Those present were members: Brian Meyer, Tim Seabrooke, Austin Coon, Tasha Henkes, Caty Phillips, Joe Minor, and Tim Engelhardt. Others present were Attorney Zach Herrmann, Auditor Jennifer Garms, Recorder Josie Fettkether, Sheriff Brent Ostrander, Supervisor Steve Doeppke, Supervisor Doug Reimer, and Reporter Kaitlyn Kuehl-Berns for the Times-Register newspaper. The absentee was Supervisor Ray Peterson.

Member Austin Coon called the meeting to order. He asked members of the Compensation Board to elect a Chairperson. Meyer moved, Henkes seconded to nominate Austin Coon as Chairperson. All ayes. Motion carried. Coon assumed the chair.

Meyer moved, Minor seconded to appoint Tim Engelhardt as Vice-Chair. All ayes. Motion carried.

Henkes moved, Minor seconded to appoint Caty Phillips as Secretary. All ayes. Motion carried.

Engelhardt moved, Henkes seconded to approve the minutes from January 22, 2025. All ayes. Motion carried.

Members were provided with reference materials to assist in their deliberations and were permitted to ask questions of those present. Meyer made a motion to recommend a 5% across-the-board increase. The motion died for lack of a second.

Discussion was held regarding the rising cost of living and the increasingly aggressive and competitive nature of private-sector recruitment, which has made private employment more attractive and has contributed to public-sector turnover. Supervisors were asked whether additional information from the Board would be helpful in supporting proposed increases. Supervisors were also informed that there is no formal follow-up after Compensation Board meetings to determine the final increases approved for elected officials. Based on prior years, approved increases have typically ranged from 3% to 3.5%, with Board recommendations often reduced by approximately half.

Ostrander inquired whether salary adjustments were required to be applied as across-the-board increases versus individual position increases. It was discussed that adjustments are not always applied uniformly and are not required to be structured that way. Further consideration of this approach is anticipated in 2027.

Henkes moved, and Minor seconded, to recommend a 7% salary increase for the following positions, resulting in the listed annual salaries. The motion carried, with Meyer being the one opposing vote:

- Auditor - \$80,700.47
- Recorder - \$80,700.47
- Treasurer - \$80,700.47
- Attorney - \$108,384.58
- Sheriff - \$115,864.95
- Supervisors - \$43,887.12
- Supervisor Chair - \$44,887.12

Minor moved, Henkes seconded to adjourn. All ayes. Motion carried. The meeting was adjourned at 6:37 PM.

Respectfully submitted: Caty Phillips, Clayton County Compensation Board Secretary