



NORTHERN MORAIN WASTEWATER RECLAMATION DISTRICT

113 Timber Trail, Island Lake, Illinois 60042

EXECUTIVE SESSION MINUTES

December 13, 2022

Motion by President Michaels to go into Executive Session at 7:53 pm to discuss personnel issues.

2nd Mr. Ragland

4 ayes 0 nays 0 abstain

MOTION CARRIED

Reason for Executive Session:

Discussion of "end of year" performance bonuses for Northern Moraine staff.

Present at Executive Session:

Trustees: Ken Michaels, John Ragland, Timothy Brunn, Cari Tellez

District President Michaels asked that District Manager Haque, District Clerk Martin and District Clerk in Training Fisher leave the meeting room while the Board discussed "end of year" performance bonuses.

District President Michaels informed new Trustee Cari Tellez that each year the Board authorizes the District Manager to award "end of the year" performance bonuses. President Michaels stated that this year the District Manager has asked that the range be increased to \$200 - \$3000, to be determined at the District Manager's discretion. The Board discussed increasing the District Manager's bonus because of the number of projects he has been responsible for implementing this year and the extra work in obtaining state and federal grants. Mr. Michaels indicated that he would state in the Regular Meeting that he would communicate the amount of the District Manager's bonus to Debi, the District Clerk, and Elisa, the District Clerk in Training, after the meeting.

No board action was taken.

Motion by Mr. Brunn to close Executive Session at 8:02 pm.

2nd Mr. Ragland.

4 ayes 0 nays 0 abstain

MOTION CARRIED