



NORTHERN MORAIN WASTEWATER RECLAMATION DISTRICT

113 Timber Trail, Island Lake, Illinois 60042

EXECUTIVE SESSION MINUTES

December 10, 2019

Motion by Mr. Ragland to go into Executive Session at 8:40 pm to discuss personnel issues.

2nd Mrs. Battaglia

4 ayes 0 nays 1 abstain Mr. Brunn **MOTION CARRIED**

Reason for Executive Session:

Discussion of "end of year" bonuses and the renewal of District Manager Haque's contract.

Present at Executive Session:

Trustees: Ken Michaels, John Ragland, Dena Battaglia, Lydia Ryberg, Timothy Brunn – by telephone

District Manager: Mohammed Haque; District Superintendent Luke Markko; District Clerk: Deborah Martin

Employee Bonuses:

President Michaels reminded the Board that last December the Board approved changing the "Holiday Bonus" to an "End of Year Bonus" and that the District Manager would have the discretion of deciding what the amount of bonus each employee would receive, based on the employee's performance up to \$500.

No board action was taken.

District Manager's Contract Renewal

Board President Ken Michaels asked District Manager Haque and District Superintendent Markko to excuse themselves during this portion of the Executive Session.

President Michaels stated that Manager's Haque's employment contract with the District is up for renewal. He stated that he finds it stressful to go through a yearly contract renewal. He asked if the Board would consider a multi-year contract. The Board discussed the merit of having a multi-year contract. (During this discussion, Superintendent Markko returned to retrieve his coat and told the Board that he needed to leave for the evening.) After discussion of suggested salary percent increases, the Board reached a consensus concerning the renewal of District Manager Haque's contract, the percentage of salary increase for this year and subsequent years, along with an end of the year bonus. (Sometime during this discussion, telephone connection with Mr. Brunn was lost.)

No action was taken.

Manager Haque was invited back into the Executive Session. No other business was discussed.

Motion by Mr. Ragland to close Executive Session and reconvene the Regular Meeting at 9:27 pm.

2nd Mrs. Ryberg.

(Telephone connection with Mr. Brunn was lost.)

4 ayes 0 nays 0 abstain **MOTION CARRIED**