



NORTHERN MORAIN WASTEWATER RECLAMATION DISTRICT

113 Timber Trail, Island Lake, Illinois 60042

EXECUTIVE SESSION MINUTES

December 14, 2021

Motion by President Michaels to go into Executive Session at 8:04 pm to discuss personnel issues.

2nd Mr. Ragland

5 ayes 0 nays 0 abstain

MOTION CARRIED

Reason for Executive Session:

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

Present at Executive Session – all through Zoom video meeting:

Trustees: Ken Michaels, John Ragland, Jacob Mann, Lydia Ryberg, Timothy Brunn

District Clerk: Deborah Martin

Employee Bonuses:

The Board discussed awarding an "end of year" bonus for District Manager Haque. The amount of the bonus was debated, and some Board members felt that along with Manager Haque, other staff members deserved to have a more substantial "end of year" bonus than in past years. Board members cited the dedication that staff had for keeping the plant and administrative office running smoothly during a global pandemic, and how District Manager Haque has come to rely on some staff members in assisting him with all the various projects that the District has undertaken. The dollar amount of the bonuses was discussed.

No board action was taken.

Motion by President Michaels to close Executive Session and reconvene the Regular Meeting at 8:23 pm.

2nd Mr. Brunn.

5 ayes 0 nays 0 abstain

MOTION CARRIED