



NORTHERN MORAIN WASTEWATER RECLAMATION DISTRICT

113 Timber Trail, Island Lake, Illinois 60042

EXECUTIVE SESSION MINUTES

December 9, 2024

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

2nd Mr. Ragland

3 ayes 0 nays 0 abstain

MOTION CARRIED

Reason for Executive Session:

Discussion of "end of year" bonuses for Northern Moraine staff, District Manager contract and bonus and Class Action Lawsuit on PVC piping.

Present at Executive Session:

Trustees: Ken Michaels, John Ragland and Cari Tellez

District Manager: Mohammed Haque.

President Michaels asked District Clerk Fisher and District Manager Haque to leave Executive Session so that the board could discuss personnel matters. District Manager Haque and District Clerk Fisher left at 7:56 pm.

Employee Bonuses:

The Board discussed awarding the performance bonus for employees and felt that last year worked well and felt that last year's methodology worked well.

District Manager Contract and Bonus:

Board discussed the current contract for the District Manager and noted that there is already an escalator in the contract to account for an annual increase based on CPI. They also discussed an "end of year" bonus for District Manager Haque based on his performance and noted that they had no complaints on his performance. The amount of the bonus was debated and discussed.

District Manager Haque returned at 8:14 pm.

The Board indicated their thought process on the bonuses.

Civil Litigation regarding PVC Piping

The District Board discussed a recently filed class-action lawsuit alleging civil antitrust violations associated with PVC piping that have resulted in artificially inflated costs of such materials. The District has purchased a large amount of such materials, and it would have been materially damaged if the conduct alleged in the lawsuit occurred. District President Michaels informed the Board that his firm is involved in the litigation, and that the firm could represent the District on a contingency only basis if the Board desired. President Michaels made clear, however, that he would not be engaged in the decision-making on whether to join in the lawsuit or to retain Bauch & Michaels LLC to represent the District. After discussion, the consensus of the Board was to consider the engagement of Bauch & Michaels LLC regarding such class action upon the Board returning to open session.

No board action was taken.

Motion by President Michaels to close Executive Session and reconvene the Regular Meeting at 8:18 pm.

2nd by Mr. Ragland.

3 ayes 0 nays 0 abstain

MOTION CARRIED