



NORTHERN MORAIN WASTEWATER RECLAMATION DISTRICT

113 Timber Trail, Island Lake, Illinois 60042

REGULAR MEETING MINUTES

December 15, 2025

Present in person: **Trustees:** John Ragland, Timothy Brunn, Caretina Tellez, Theresa Neises, Ken Michaels
District Clerk: Elisa Fisher
District Manager: Mohammed Haque
District Attorney: Not present
Guest: None

President Michaels called the meeting to order at 7:30 p.m.

1. CALL TO ORDER:

Roll Call: Timothy Brunn – Present
John Ragland – Present
Caretina Tellez – Present
Theresa Neises – Present
Ken Michaels – Present

2. **PLEDGE OF ALLEGIANCE:** Those present stood and pledged allegiance to the flag.

3. **PUBLIC COMMENTS: NONE**

4. PRESENTATION & APPROVAL OF MINUTES:

a. Regular Meeting November 10, 2025

Motion by Trustee Ragland to approve the Regular Meeting minutes of November 10, 2025, as presented.
2nd by Trustee Brunn

5 ayes 0 nays 0 absent

b. Executive Meeting May 12, 2025

Motion by Trustee Ragland to approve the release of the Executive Meeting minutes of May 12, 2025, as presented.
2nd by Trustee Tellez

5 ayes 0 nays 0 absent

c. Semi- Annual Executive Session Minutes

Motion by Trustee Ragland to table the release of the Executive Meeting minutes of December 9, 2024 and July 14, 2025, as presented.
2nd by President Michaels

5 ayes 0 nays 0 absent

5. TREASURER'S REPORT:

a. Approval of the Monthly Treasurer's Report for the month ending October 31, 2025

The Treasurer's Report was presented by Trustee Brunn.

Motion by Trustee Ragland to approve the Treasurer's Report for the month ending October 31, 2025, as presented.

2nd by Trustee Tellez



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Roll Call: Timothy Brunn – Aye
John Ragland – Aye
Caretina Tellez – Aye
Theresa Neises – Aye
Ken Michaels – Aye

5 ayes 0 nays 0 abstain **MOTION CARRIED**

6. MANAGER'S REPORT: District Manager Haque advised the Board that an additional 100 homes in Holiday Hills will be able to connect to the District's sewer system as part of Phase 2A. Trustee Neises inquired about PFAS and whether it is affecting the District's sewer system. District Manager Haque explained that PFAS is a chemical found in many everyday products and is harmful to the environment; however, and more needs to be done to ban it and address it at the source. There is some proposed legislation nationwide requiring its removal from wastewater rather than from the point of origin, which will lead to very costly upgrades at many treatment plants and prevent the use of Biosolids as natural fertilizer.

7. TRUSTEE REPORTS: None

8. LEGAL BUSINESS: None

9. OLD BUSINESS: None

10. NEW BUSINESS:

a. NACWA Environmental Achievement Award

District Manager Haque informed the board that we have been selected as one of 2 agencies nationwide to receive the Environmental Achievement Award for Watershed Collaboration for our work on piloting and implementing the State of Illinois's first Nutrient Trading program. The program provides a more cost effective way of removing Phosphorus from the Watershed with greater impact and benefits to the watershed than traditional point source reduction.

b. Authorize Purchase of Used Vector

Motion by Trustee Brunn to approve the Resolution Authorizing the Purchasing of a Used 2013 Vector for a price not to exceed \$150,000.

2nd by Trustee Ragland

Roll Call: Timothy Brunn – Aye
John Ragland – Aye
Caretina Tellez – Aye
Theresa Neises – Aye
Ken Michaels – Aye

5 ayes 0 nays 0 absent **MOTION CARRIED**



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c. Semi-Annual Strategic Plan Review

Motion by Trustee Ragland to Review and Adopt the Strategic Plan. The board commented on the significant work done by staff to move the District along in implementing our goals for the strategic plan.

2nd by Trustee Brunn

Roll Call: Timothy Brunn – Aye
John Ragland – Aye
Caretina Tellez – Aye
Theresa Neises – Aye
Ken Michaels – Aye

5 ayes 0 nays 0 absent

MOTION CARRIED

11. MISCELLANEOUS CORRESPONDENCE:

a. NMWRD Staff Holiday Party – Enterrium – Schaumburg, IL – Friday, December 19, 2025

12. APPROVAL OF BILLS

Motion by Trustee Brunn to approve payment of bills for December 15, 2025, as presented, in the amount of \$378,308.26.

2nd by Trustee Tellez

Roll Call: Timothy Brunn – Aye
John Ragland – Aye
Caretina Tellez – Aye
Theresa Neises – Aye
Ken Michaels – Aye

5 ayes 0 nays 0 absent

MOTION CARRIED

13. OTHER BUSINESS: Executive Session

Regular Session ended at 7:52 pm
Executive Session began at 7:53 pm
Executive Session ended at 7:56 pm
Regular Session reconvened at 7:57 pm

President Michaels stated that no Board action was taken during the Executive Session regarding bonuses for Northern Moraine staff or District Manager Haque.

Motion by President Michaels to authorize the District Manager to make decisions on end of year performance-based employee bonuses up to the amount of \$5000.

2nd by Trustee Ragland

Roll Call: Timothy Brunn – Absent
John Ragland – Aye
Caretina Tellez – Aye
Theresa Neises – Aye
Ken Michaels – Aye

5 ayes 0 nays absent

MOTION CARRIED



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Motion by President Michaels to approve the bonus for the District Manager at the rate discussed.

2nd by Trustee Ragland

Roll Call:

Timothy Brunn – Absent

John Ragland – Aye

Caretina Tellez – Aye

Theresa Neises – Aye

Ken Michaels – Aye

5 ayes 0 nays 0 absent

MOTION CARRIED

ADJOURNMENT

Motion by President Michaels to adjourn the meeting at 7:58 p.m.

Unanimously approved on a voice vote