

**Lake in the Hills Sanitary District
Board of Trustees Closed Session Meeting Minutes
February 20, 2025**

Roll Call:

The closed session was called to order by President Reed at 7:32pm at the Sanitary District offices located at 515 Plum Street. Roll call was answered by President Jessica Reed, Trustee Matt Irsay and Trustee Robert Reining. Also present during the closed session meeting were District Manager Tamara Mueller, District Attorney Ann Williams and District Treasurer and Clerk Karen Thompson.

Closed Session:

Pursuant to Section 2(c)(1) of the Open Meetings Act this closed session is being held to discuss a matter related to the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body.

The District Manager provided a letter from employee Jerilyn Stahlberg. In this letter Ms. Stahlberg is requesting continued coverage of full benefits, paid for by the District, from her time of retirement until the date she is eligible for Medicare (July 1, 2025 through November of 2026). District Manager further added that back in 2014, when former District Manager Ross Nelson retired, he was provided with District paid insurance coverage for himself and his wife for 14 months after his retirement. Ms. Stahlberg is asking that she be provided with this same benefit, plus an extra couple of months.

Furthermore, during additional correspondence today, Ms. Stahlberg suggested to the District Manager that if the Board denies her request for the insurance coverage, maybe they would consider an exit bonus instead. The District Manager advised Ms. Stahlberg that she is not aware of any former employees being given something like that. The District Manager wanted to see what the Board's thoughts were about that request.

The District Attorney added that District has no obligation to provide this benefit to Ms. Stahlberg. The fact that this was done one time, and for one employee, does not make it a new standard. She further added that the decision to provide benefits for the former District Manager was made by an entirely different set of decision makers who were on the Board at that time. Furthermore, if the Board would agree to allow this for Ms. Stahlberg, they would be setting a continued precedence. That continued precedence would make it harder to deny this type of request from other employees in the future.

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District Manager further added that if we continued to do this for all employees, it would be a poor financial decision for the District.

Some additional discussion took place about what is outlined in the Employee Handbook which states that coverage can continue for 12 months, but the employee has to pay for it.

Adjournment:

There being no further business to bring before the Board, Trustee Irsay made a motion to adjourn the closed session meeting and reconvene the regular meeting. Trustee Reining seconded the motion. On a roll call vote, President Reed and Trustees Irsay and Reining voted aye.


The closed session meeting was adjourned and the regular meeting was reconvened at 7:43pm.

Respectfully Submitted,

KT

Karen Thompson,
District Clerk

APPROVED this 21st day of August, 2025.



Board President