

**Lake in the Hills Sanitary District
Board of Trustees Closed Session Meeting Minutes
April 17, 2025**

Roll Call:

The closed session was called to order by President Reed at 7:06pm 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, Assistant District Manager Mike Nelson, District Attorney Melissa Wolf, District Engineer Bob Doeringsfeld and District Treasurer and Clerk Karen Thompson.

Closed Session:

Pursuant to ILCS 120/2 (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.

This closed session continues the discussion about the compensation recommendations in Specific Agenda Item A of the April 17, 2025 Regular Board Meeting Agenda.

Trustee Irsay asked for detail on the timing of Kyle's promotion and certification wage increases. District Manager added that he worked hard for the promotion and continues to do a good job. Trustee Reining added that he does not question Kyle's work ethic, but believes that all staff should only receive the 2.5% cost of living increases and not the higher amounts proposed. He further added that he did not agree with the amount of the holiday bonuses that were given to staff in December.

Some discussion took place regarding the CPI and the fact that at a 2.5% raise you may still be losing money. Trustee Irsay believes that it would be cheaper and more efficient to keep existing staff happy than to find and onboard new people.

Some additional discussion took place comparing wage increases in various sectors (public, private, union, non-union).

Adjournment:

There being no further business to bring before the Board, Trustee Reining made a motion to adjourn the closed session meeting and reconvene the regular meeting. Trustee Irsay 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 7:21pm.

Respectfully Submitted,

KT

Karen Thompson,
District Clerk

APPROVED this 21st day of August, 2025.



Board President