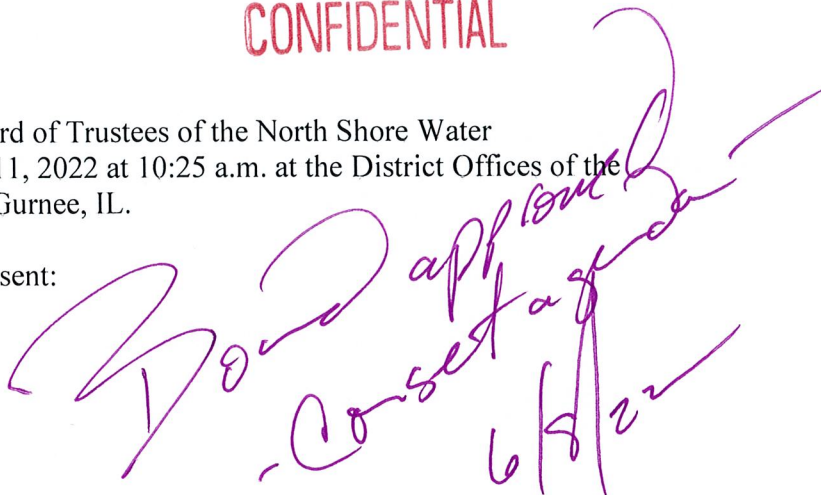


CONFIDENTIAL

Minutes of the Executive Session of the Board of Trustees of the North Shore Water Reclamation District held Wednesday May 11, 2022 at 10:25 a.m. at the District Offices of the Raymond E. Anderson Complex located in Gurnee, IL.

On roll call, the following Trustees were present:

Stephen J. Drew, President  
Rhoda Pierce, Vice President  
Preston Carter  
B. Sugar Young, Treasurer  
Tom Swarthout



Staff members present, in person, were Executive Director Dave Miller and Attorney Greg Jackson.

Staff and Trustees generally discussed employee compensation for bargaining unit and non-bargaining unit employees. Current reports indicated the CPI had for January 2021 to January 2022 risen to 6.8% and that the April CPI was 7.2%. It was noted that the bargaining unit's contract provided for a 2% increase that was applicable as of May 1.

Based upon the current rate of inflation, there was a recommendation that there be a general wage increase of 7% for all non-bargaining employees. The matter was generally discussed and would be further addressed in open session.

Staff and Trustees discussed the bargaining unit's wage increase being limited by the contract to 2%. There was concern that there could be a loss of employees if other employers offered better pay. Executive Director Miller recommended that the bargaining unit employees be given a \$200 monthly employee recognition and retention stipend for the period of May 1, 2022-April 30, 2023.

The Trustees generally discussed the Executive Director receiving the same 7.0% salary increase and Attorney Jackson increasing his monthly flat rate billing by 7.0%.

With no other matters for discussion, the Trustees exited the executive session at 11:46am.