



VILLAGE OF LINDENHURST
Regular Village Board Meeting Agenda
Monday, December 8, 2025
7:00 p.m.

- I. Call to Order
- II. Pledge of Allegiance
- III. Approval of the Minutes from the Regular Village Board Meeting of November 24, 2025
- IV. Bills Presented for Payment
- V. Board and Staff Reports
 - a. Promotion to Police Sergeant – John Rytina
 - b. Recognition of Service – Village Attorney Julie Tappendorf
- VI. Public Comment on Agenda Items
- VII. New Business
 - a. Ordinance 25-12-2329: Establishing the 2025 Property Tax Levy
 - b. Approval: Design Services Agreement – Gewalt Hamilton Associates – \$29,930
 - c. Approval: Village Board and Commission Regular Public Meeting Dates
 - d. Discussion: Employee Recognition Background and Future Approach
- VIII. Public Comment
- IX. Executive Session
- X. Adjournment

Rules for Public Comment: The Village of Lindenhurst welcomes comments from the public during the designated sections of the Village Board meeting. We ask that you keep your comments respectful, civil, and constructive to matters of public policy. Those wishing to comment will be limited to three (3) minutes per person and the total time allotted for public comment will be thirty (30) minutes. The Chair will recognize speakers and may deny someone who has previously addressed the Board an additional opportunity to speak. (VOL Village Code §30.22)



VILLAGE OF LINDENHURST
Regular Village Board Meeting Minutes
Monday, November 24, 2025
7:00pm

I. Call to Order

- a. Mayor Marturano called the Regular Village Board Meeting to order at 7:00pm.

II. Roll Call

- a. Present were Mayor Dominic Marturano, Trustees Pat Dickson, Pat Dunham, Patty Chybowski, Dawn Suchy, Heath Rosten, and Ron Grace.
- b. Also in attendance were Village Administrator Clay Johnson, Village Attorney Julie Tappendorf, Police Chief Melinda Linas, Operations Director Kevin Klahs, Superintendent of Public Works Charles Hernandez, Assistant to the Village Administrator Karleen Long, and Village Clerk Melissa Forsberg.

III. Pledge of Allegiance

IV. Approval of Minutes

- a. Minutes from the Regular Village Board Meeting of November 10, 2025 were presented for approval.
- b. Trustee Suchy made a motion, seconded by Trustee Grace, to approve the minutes from the Regular Village Board Meeting of November 10, 2025 as presented.
 - i. Voice Vote
 - Aye – 5
 - Nay – 0
 - Abstain – 1

V. Bills Presented for Payment

- a. Trustee Dunham make a motion, seconded by Trustee Dickson, to approve the second set of bills for the month of November presented for payment in the amount of \$255,489.29 for invoices due on or before November 24, 2025.

- i. Roll Call
 - Aye – 6 Trustees Dickson, Dunham, Chybowsky, Suchy, Rosten, Grace
 - Nay – 0
 - Motion carried.

VI. Board and Staff Reports

- a. Recognition of Service – Retirement of Commander Eric Senica
 - i. Police Chief Melinda Linas recognized Commander Eric Senica for his 27 years of service and congratulated him on his upcoming retirement.
- b. Trustee Dunham expressed his appreciation for all those who attended the Veteran's Day Memorial Ceremony. Paul Baumunk and Toby Gruchot received homemade quilts from the Quilts of Valor Foundation in recognition of their service.
- c. Trustee Grace had the opportunity to meet with Jake Jarvi and Eliza Toser, of Gurnee, who wrote and directed a current film being released. Much of this film was recorded in Libertyville and organized with their Economic Coordinator. Trustee Grace was able to pass along a few of Emily Shaw's business cards for future opportunities.
- d. Mayor Marturano discussed the following:
 - i. Veteran's Day
 - 1. Thank you to everyone who collaborated, planned, and executed this year's Veteran's Day Memorial Ceremony in Lindenhurst.
 - 2. Also attended the Ceremony at Lakes Community High School.
 - ii. Journey Nissan
 - 1. Attended the ribbon ceremony on November 19, 2025.
 - 2. Announced they will be the 2026 title sponsor for the Lake Villa/Lindenhurst/Round Lake Area Chamber of Commerce.
- e. Chief Melinda Linas announced upcoming events:
 - i. Shop with a Cop will be held on December 16, 2025.
 - ii. Will be discussing all things Lindenhurst on WLS, AM 890, November 26, 2025. One of the things discussed will be the donation of old pants and boots the Officers are making to the Midwest Shelter for Homeless Veterans.
- f. Superintendent of Public Works Charles Hernandez Public provided information for the following:
 - i. Public Works is preparing for the forecasted snow storm that is approaching.
 - ii. Santa's Sleigh is almost complete and will be ready for the Santa Parade on December 6, 2025, starting at 2:00pm.
 - iii. Work has begun on the Water Tower off of YMCA Road.

VII. Comment on Agenda Items

- a. None.

VIII. New Business

- a. Discussion and Direction: 2025 Classification and Compensation Study Results Completed by MGT, Inc.

- i. MGT, Inc. was commissioned for the following:

- 1. Identify and survey peer communities for compensation levels of non-bargaining personnel.
 - 2. Review self-evaluations of employee's roles and responsibilities, which would also be used as a tool for re-establishing the structure or classification system for organized positions.

- ii. The final draft report was presented at the November 18, 2025 Human Resources Committee meeting. Based on the report, the following recommendations were provided:

- 1. Maintain the Village's open range merit-based system.
 - 2. Utilize the 60th percentile as the threshold for comparing our pay stem with our peers.
 - 3. Eliminate the two-tier classification currently in place, which separates Operators and Management for a streamlined system with 11 grades. Groups of grades reflect more alike job categories.
 - 4. Move anyone below the new minimum into the range. Anyone above the range will be redlined. (No one is above the maximum of any range.)

- iii. The last compensation study was completed in 2009. Since 2009, staff has continuously surveyed peer communities to keep compensation levels competitive. Based on the findings of this report, the Village has been able to verify adjustments made are in line with industry standards.

- iv. A new set of comparable communities that more accurately reflects our own has been established. Additionally, a list of communities an employee would most likely use for comparison has been created as well.

- b. Approval: Intergovernmental Agreement between the Village of Lindenhurst and the Lake Villa Fire Protection District for Shared Consultant Services Related to the Space Needs Assessment Analysis

- i. An intergovernmental agreement (IGA) has been created between the Village and the Lake Villa Fire Protection District (District) for our space needs analysis.
 - ii. The IGA designates the Village as the project lead, and the District will contribute up to 30% of the cost of the study.

iii. Trustee Chybowski made a motion, seconded by Trustee Suchy to approve the execution of an intergovernmental agreement with the Lake Villa Fire Protection District for shared consulting services related to the space needs analysis.

1. Roll Call

Aye – 6 Trustees Dickson, Dunham, Chybowski, Suchy, Rosten, Grace

Nay – 0

Motion carried.

c. Approval: Easement Agreement with Lake County Forest Preserve District for the Rose Tree Stormwater Outfall Repair Project

i. The Village and the Lake County Forest Preserve District have been collaborating on a project, which would repair the sunken outfall structure located North of Rose Tree Lane within McDonald Woods.

ii. The Village's stormwater structure extends into the Forest Preserve's property, but does not have an easement in place.

iii. This Agreement is meant to remedy the lack of an easement, while also specifying roles and responsibilities of each party within this project. For example:

1. Divides each party's contribution for the match of the grant at 50%/50%. The estimated amount is not-to-exceed \$50,000.

2. Provides a temporary construction easement for the purpose of a contractor completing the project.

3. Upon completion, the Agreement grants a permanent, non-exclusive easement to the Village for maintaining the new storm sewer structure.

iv. Trustee Dunham made a motion, seconded by Trustee Grace to approve the execution of an easement agreement with the Lake County Forest Preserve District for the Rose Tree Stormwater Outfall Repair Project.

1. Roll Call

Aye – 6 Trustees Dickson, Dunham, Chybowski, Suchy, Rosten, Grace

Nay – 0

Motion carried.

IX. Public Comment

a. None.

X. Executive Session

a. None.

XI. Adjournment

a. Trustee Chybowski made a motion, seconded by Trustee Suchy to adjourn the meeting.

i. Voice Vote

Aye – 6

Nay – 0

Motion carried.

ii. The meeting was adjourned at 7:48pm.

Date Approved: _____

Dominic Marturano, Mayor

Melissa Forsberg, Village Clerk

CASH SUMMARY REPORT FOR VILLAGE OF LINDENHURST

From 11/01/2025 to 11/30/2025
 FUNDS: 60, 01, 30, 22, 24 (15 more)

Fund Description	Beginning Balance 11/01/2025	Total Debits	Total Credits	Ending Balance 11/30/2025
01 GENERAL FUND	4,455,149.95	445,037.84	339,896.45	4,560,291.34
06 I.M.R.F./F.I.C.A. 06	277,622.10	3,539.48	11,431.39	269,730.19
11 IT FUND	98,865.20	11,236.63	17,991.55	92,110.28
14 LIABILITY INSURANCE 14	107,047.12	3,934.40	6,192.20	104,789.32
15 MOTOR FUEL TAX 15	2,149,472.18	64,643.01	386.43	2,213,728.76
19 CONTROLLED SUBSTANCE ACT 19	4,547.51	0.00	0.00	4,547.51
21 COMMUNITY CAPITAL	6,513,074.56	41,530.20	318,478.70	6,236,126.06
22 DUI SB 740 FUND 22	6,110.72	190.78	0.00	6,301.50
23 PRISON REVIEW AGENCY FUND 23	9,443.29	0.00	0.00	9,443.29
24 MISCELLANEOUS ESCROW 24	418,575.69	5.00	10,735.30	407,845.39
25 SHOP WITH A COP FUND 25	5,762.81	0.00	4,813.46	949.35
27 CURRENCY SEIZURE 27	5,399.56	0.00	0.00	5,399.56
30 REFUSE & RECYCLING 30	347,695.08	100,721.58	122,711.19	325,705.47
40 ECONOMIC DEVELOPMENT FUND	212,563.76	0.00	0.00	212,563.76
41 GRAND AVENUE TIF FUND	295,826.19	5,727.46	15,614.00	285,939.65
50 VEHICLE REPLACEMENT FUND 50	382,358.22	0.00	98,998.00	283,360.22
60 UTILITY FUND 60	1,259,970.12	412,134.35	286,581.83	1,385,522.64
61 WATER/SEWER CAPITAL FUND 61	1,713,287.38	34,921.38	18,418.00	1,729,790.76
89 SANITARY DISTRICT	5,651.99	7,264.40	5,651.99	7,264.40
REPORT TOTALS:	18,268,423.43	1,130,886.51	1,257,900.49	18,141,409.45

TREASURER'S BUDGET COMPARISON REPORT FOR VILLAGE OF LINDENHURST

EXP CHECK RUN DATES 11/25/2025 - 12/08/2025

POSTED AND UNPOSTED
OPEN AND PAID

Fund Description	Department Description	Invoice Line Description	Invoice Description	Amount	
Vendor Name: ACE HARDWARE					
GENERAL FUND	PUBLIC WORKS	SNOW BLOWER PARTS & REPAIR	SNOW BLOWER PARTS & REPAIR	46.50	DM
GENERAL FUND	PUBLIC WORKS	FLOAT ADJUSTMENT	FLOAT ADJUSTMENT	45.97	DM
GENERAL FUND	PUBLIC WORKS	GRADING STAKES	GRADING STAKES	1.99	DM
GENERAL FUND	PUBLIC WORKS	PB BLASTER & TORPEDO SAND	PB BLASTER & TORPEDO SAND	49.94	DM
GENERAL FUND	PUBLIC WORKS	LSD POTHOLING WATER MAIN	HOLE SAW	19.99	DM
GENERAL FUND	PUBLIC WORKS	LSD POTHOLING WATER MAIN	SPRAY FOAM	17.98	DM
GENERAL FUND	PUBLIC WORKS	CHIP BRUSHES	CHIP BRUSHES	27.49	DM
GENERAL FUND	PUBLIC WORKS	FLOAT DECOR	FLOAT DECOR	77.02	DM
COMMUNITY CAPITAL	ADMINISTRATION	SALT BRINE TANK PIPING	SALT BRINE TANK PIPING	23.91	DM
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	SNOW BLOWER PARTS & REPAIR	SNOW BLOWER PARTS & REPAIR	30.46	DM
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	FLOAT ADJUSTMENT	FLOAT ADJUSTMENT	45.97	DM
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	FLOAT FASTENERS	FLOAT FASTENERS	27.98	DM
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	PB BLASTER & TORPEDO SAND	PB BLASTER & TORPEDO SAND	49.93	DM
			Vendor Total:	465.13	
Vendor Name: AIRGAS USA, LLC					
GENERAL FUND	PUBLIC WORKS	ANNUAL RENTAL FEE WELDING TANKS	ANNUAL RENTAL FEE WELDING TANKS	50.97	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	ANNUAL RENTAL FEE WELDING TANKS	ANNUAL RENTAL FEE WELDING TANKS	33.98	M
			Vendor Total:	84.95	
Vendor Name: ANTIOCH AUTO PARTS					
GENERAL FUND	PUBLIC WORKS	TRK 23 & 27 REPAIR	TRK 23 & 27 REPAIR	25.00	M
GENERAL FUND	PUBLIC WORKS	TRK 55 TURBO CLAMP	TRK 55 TURBO CLAMP	6.60	M
GENERAL FUND	PUBLIC WORKS	DEF FLUID	DEF FLUID	138.00	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	TRK 23 & 27 REPAIR	TRK 23 & 27 REPAIR	16.67	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	TRK 55 TURBO CLAMP	TRK 55 TURBO CLAMP	4.39	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	DEF FLUID	DEF FLUID	92.00	M
			Vendor Total:	282.66	
Vendor Name: APPLIED AIR LLC					
COMMUNITY CAPITAL	ADMINISTRATION	V. HALL BLOWER MOTOR REPLACEMENT	V. HALL BLOWER MOTOR REPLACEMENT	2,460.00	DM
			Vendor Total:	2,460.00	
Vendor Name: BRAVO SERVICES, INC					
GENERAL FUND	BUILDING & GROUNDS	DECEMBER 2025 CUSTODIAL SERVICES	DECEMBER 2025 CUSTODIAL SERVICES	987.30	DM
GENERAL FUND	POLICE	DECEMBER 2025 CUSTODIAL SERVICES	DECEMBER 2025 CUSTODIAL SERVICES	987.30	DM
GENERAL FUND	PUBLIC WORKS	DECEMBER 2025 CUSTODIAL SERVICES	DECEMBER 2025 CUSTODIAL SERVICES	197.46	DM
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	DECEMBER 2025 CUSTODIAL SERVICES	DECEMBER 2025 CUSTODIAL SERVICES	296.19	DM
			Vendor Total:	2,468.25	
Vendor Name: CENTRAL LAKE COUNTY J.A.W.A					
UTILITY FUND 60	WATER	CLCJAWA WATER - USAGE FOR NOVEMBE	CLCJAWA WATER - USAGE FOR NOVEMBE	79,472.34	M
			Vendor Total:	79,472.34	
Vendor Name: CHICAGO METROPOLITAN AGENCY					
GENERAL FUND	ADMINISTRATION	2026 LOCAL CONTRIBUTION DUES	2026 LOCAL CONTRIBUTION DUES	641.70	DM
			Vendor Total:	641.70	
Vendor Name: CINTAS					
GENERAL FUND	BUILDING & GROUNDS	MATS FOR VH	MATS FOR VH	28.60	M
GENERAL FUND	POLICE	MATS FOR PD	MATS FOR PD	69.92	M
GENERAL FUND	PUBLIC WORKS	UNIFORMS	UNIFORMS	29.88	M
GENERAL FUND	PUBLIC WORKS	CORRECTION - INCORRECTLY INVOICED	CORRECTION - INCORRECTLY INVOICED	(244.88)	M

TREASURER'S BUDGET COMPARISON REPORT FOR VILLAGE OF LINDENHURST

EXP CHECK RUN DATES 11/25/2025 - 12/08/2025

POSTED AND UNPOSTED
OPEN AND PAID

Fund Description	Department Description	Invoice Line Description	Invoice Description	Amount	
Vendor Name: CINTAS					
GENERAL FUND	PUBLIC WORKS	FLOOR MATS PW/UNIFORMS	FLOOR MATS PW/UNIFORMS	78.58	M
GENERAL FUND	PUBLIC WORKS	FIRST AID REFILL - PW	FIRST AID REFILL - PW	3.01	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	UNIFORMS	UNIFORMS	44.81	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CORRECTION - INCORRECTLY INVOICED	CORRECTION - INCORRECTLY INVOICED	(367.32)	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	FLOOR MATS PW/UNIFORMS	FLOOR MATS PW/UNIFORMS	117.87	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	FIRST AID REFILL - PW	FIRST AID REFILL - PW	4.52	M
Vendor Total:				(235.01)	
Vendor Name: CITY TECH USA, INC					
GENERAL FUND	ADMINISTRATION	2025 PUBLIC SALARY ANNUAL MEMBERSH	2025 PUBLIC SALARY ANNUAL MEMBERSH	390.00	M
Vendor Total:				390.00	
Vendor Name: COMCAST CABLE					
IT FUND		VH, PD & PW TELEPHONE - NOVEMBER	VH, PD & PW TELEPHONE - NOVEMBER	5.49	M
IT FUND		PW INTERNET- NOVEMBER 2025	PW INTERNET- NOVEMBER 2025	174.90	M
Vendor Total:				180.39	
Vendor Name: COMMONWEALTH EDISON					
GENERAL FUND	PUBLIC WORKS	ELECTRIC STREET LIGHTS	ELECTRIC STREET LIGHTS	127.84	M
Vendor Total:				127.84	
Vendor Name: COMPLETE OFFICE OF WISCONSIN					
GENERAL FUND	ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	3.81	DM
GENERAL FUND	ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	14.98	DM
GENERAL FUND	ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	2.40	DM
GENERAL FUND	ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	2.70	DM
GENERAL FUND	POLICE	OPERATING SUPPLIES	OPERATING SUPPLIES	15.21	DM
GENERAL FUND	POLICE	OPERATING SUPPLIES	OPERATING SUPPLIES	59.91	DM
GENERAL FUND	POLICE	OPERATING SUPPLIES	OPERATING SUPPLIES	9.59	DM
GENERAL FUND	POLICE	OPERATING SUPPLIES	OPERATING SUPPLIES	10.78	DM
REFUSE & RECYCLING 30		OPERATING SUPPLIES	OPERATING SUPPLIES	3.81	DM
REFUSE & RECYCLING 30		OPERATING SUPPLIES	OPERATING SUPPLIES	14.98	DM
REFUSE & RECYCLING 30		OPERATING SUPPLIES	OPERATING SUPPLIES	2.40	DM
REFUSE & RECYCLING 30		OPERATING SUPPLIES	OPERATING SUPPLIES	2.70	DM
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	15.22	DM
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	59.91	DM
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	9.60	DM
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	OPERATING SUPPLIES	OPERATING SUPPLIES	10.78	DM
Vendor Total:				238.78	
Vendor Name: CRITICAL REACH					
GENERAL FUND	POLICE	2026 APBNET ANNUAL SUPPORT FEE	2026 APBNET ANNUAL SUPPORT FEE	375.00	M
Vendor Total:				375.00	
Vendor Name: DAM, SNELL, & TAVEIRNE, LTD.					
REFUSE & RECYCLING 30		ACCOUNTING SERVICES	ACCOUNTING SERVICES	420.00	DM
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	ACCOUNTING SERVICES	ACCOUNTING SERVICES	1,680.00	DM
Vendor Total:				2,100.00	
Vendor Name: DE LAGE LANDEN FIN SERVICES, INC.					
IT FUND		MONTHLY SERVICE AGREEMENT - SHARP	MONTHLY SERVICE AGREEMENT - SHARP	108.98	DM
Vendor Total:				108.98	

TREASURER'S BUDGET COMPARISON REPORT FOR VILLAGE OF LINDENHURST

EXP CHECK RUN DATES 11/25/2025 - 12/08/2025

POSTED AND UNPOSTED
OPEN AND PAID

Fund Description	Department Description	Invoice Line Description	Invoice Description	Amount	
Vendor Name: DEKIND COMPUTER CONSULTANTS					
GENERAL FUND	POLICE	JANUARY 2026 MONTHLY IT SUPPORT SE	JANUARY 2026 MONTHLY IT SUPPORT SE	2,805.00	DM
IT FUND		JANUARY 2026 MONTHLY IT SUPPORT SE	JANUARY 2026 MONTHLY IT SUPPORT SE	4,422.54	DM
Vendor Total:				7,227.54	
Vendor Name: DYNEGY ENERGY SERVICES					
UTILITY FUND	60 SEWER	ELEC SERV LIFT 11 - 6006041028	ELECTRICAL SERVICE AT LIFT STATIO	97.11	DM
UTILITY FUND	60 SEWER	ELEC SERV LIFT 7 - 5424462083	ELECTRICAL SERVICE AT LIFT STATIO	95.04	DM
UTILITY FUND	60 SEWER	ELEC SERV LIFT 5 - 2792695412	ELECTRICAL SERVICE AT LIFT STATIO	890.32	DM
UTILITY FUND	60 SEWER	ELEC SERV LIFT 2 - 2335217062	ELECTRICAL SERVICE AT LIFT STATIO	134.62	DM
UTILITY FUND	60 SEWER	ELEC SERV LIFT 9/10 - 8685211976	ELECTRICAL SERVICE AT LIFT STATIO	149.91	DM
UTILITY FUND	60 SEWER	ELEC SERV LIFT 8 - 1823939243	ELECTRICAL SERVICE AT LIFT STATIO	40.57	DM
UTILITY FUND	60 SEWER	ELEC SERV WWTF HEAT - 8743687588	ELECTRICAL SERVICE AT LIFT STATIO	6,481.11	DM
UTILITY FUND	60 SEWER	ELEC SERV WWTF - 8743687588	ELECTRICAL SERVICE AT LIFT STATIO	5,577.65	DM
UTILITY FUND	60 SEWER	ELEC SERV LIFT 1 - 1692275570	ELECTRICAL SERVICE AT LIFT STATIO	224.28	DM
UTILITY FUND	60 SEWER	ELECTRIC SERVICE - 6372300400	ELECTRICAL SERVICE AT LIFT STATIO	97.62	DM
UTILITY FUND	60 SEWER	ELECTRIC SERVICE - 1950936162	ELECTRICAL SERVICE AT LIFT STATIO	94.91	DM
UTILITY FUND	60 SEWER	ELEC SERV LIFT 6 -6040121512	ELECTRICAL SERVICE AT LIFT STATIO	357.37	DM
UTILITY FUND	60 WATER	ELEC SERV WH5 -6247442105	ELECTRICAL SERVICE AT LIFT STATIO	360.61	DM
UTILITY FUND	60 WATER	ELEC SERV WH 1 - 4372068898	ELECTRICAL SERVICE AT LIFT STATIO	128.57	DM
UTILITY FUND	60 WATER	PUMP STATION - 1832930131	ELECTRICAL SERVICE AT LIFT STATIO	2,449.56	DM
UTILITY FUND	60 WATER	ELEC SERV WH 6 - 7337986924	ELECTRICAL SERVICE AT LIFT STATIO	216.66	DM
UTILITY FUND	60 WATER	ELECTRIC SERVICE WH3 - 8743687588	ELECTRICAL SERVICE AT LIFT STATIO	340.32	DM
UTILITY FUND	60 WATER	ELEC SERV WH2 - 9893106653	ELECTRICAL SERVICE AT LIFT STATIO	98.57	DM
UTILITY FUND	60 WATER	ELEC SERV WH4 - 2747824206	ELECTRICAL SERVICE AT LIFT STATIO	173.35	DM
Vendor Total:				18,008.15	
Vendor Name: FERGUSON WATERWORKS #2516					
WATER/SEWER CAPITAL FUND	61 WATER/SEWER CAPITAL	25/26 COMPOUND METER EXCHANGE	25/26 COMPOUND METER EXCHANGE	9,062.06	DM
Vendor Total:				9,062.06	
Vendor Name: FIRST AMERICAN BANK					
REFUSE & RECYCLING	30	LOCK BOX FEES - NOVEMBER 2025	LOCK BOX FEES - NOVEMBER 2025	89.87	M
REFUSE & RECYCLING	30	CREDIT CARD FEES - NOVEMBER 2025	CREDIT CARD FEES - NOVEMBER 2025	927.54	M
UTILITY FUND	60 SEWER & WATER ADMINISTRATION	LOCK BOX FEES - NOVEMBER 2025	LOCK BOX FEES - NOVEMBER 2025	359.49	M
UTILITY FUND	60 SEWER & WATER ADMINISTRATION	CREDIT CARD FEES - NOVEMBER 2025	CREDIT CARD FEES - NOVEMBER 2025	3,710.17	M
Vendor Total:				5,087.07	
Vendor Name: FIRST AMERICAN BANK					
GENERAL FUND	ADMINISTRATION	CONSTANT CONTACT	CONSTANT CONTACT	98.00	M
GENERAL FUND	ADMINISTRATION	SAM'S CLUB - MEMBERSHIP FEE	SAM'S CLUB - MEMBERSHIP FEE	50.00	M
GENERAL FUND	ADMINISTRATION	SHRM - MEMBERSHIP	SHRM - MEMBERSHIP	299.00	M
GENERAL FUND	ADMINISTRATION	CHAMBER OF COMMERCE - ANNUAL MAYOR	CHAMBER OF COMMERCE - ANNUAL MAYOR	200.00	M
GENERAL FUND	ADMINISTRATION	WALMART - EEC OCTOBER EVENT	WALMART - EEC OCTOBER EVENT	5.94	M
GENERAL FUND	ADMINISTRATION	SAM'S CLUB - EEC OCTOBER EVENT	SAM'S CLUB - EEC OCTOBER EVENT	7.98	M
GENERAL FUND	ADMINISTRATION	WALMART - EEC ERIN THANKSGIVING ME	WALMART - EEC ERIN THANKSGIVING ME	41.48	M
GENERAL FUND	ADMINISTRATION	SAM'S CLUB - EEC NOVEMBER EVENT	SAM'S CLUB - EEC NOVEMBER EVENT	37.96	M
GENERAL FUND	ADMINISTRATION	DOLLAR TREE - EEC NOVEMBER EVENT	DOLLAR TREE - EEC NOVEMBER EVENT	5.00	M
GENERAL FUND	ADMINISTRATION	CREDIT - VISTAPRINT - BUSINESS CAR	CREDIT - VISTAPRINT - BUSINESS CAR	(10.76)	M
GENERAL FUND	ADMINISTRATION	CALL FIRE	CALL FIRE	6.18	M
GENERAL FUND	ADMINISTRATION	OPERATING SUPPLIES	AMAZON - OPERATING SUPPLIES	43.65	M
GENERAL FUND	ADMINISTRATION	CHIPOTLE - CITIZENS' ACADEMY	CHIPOTLE - CITIZENS' ACADEMY	271.41	M
GENERAL FUND	ADMINISTRATION	BUTERA - CITIZENS' ACADEMY	BUTERA - CITIZENS' ACADEMY	27.75	M

TREASURER'S BUDGET COMPARISON REPORT FOR VILLAGE OF LINDENHURST

EXP CHECK RUN DATES 11/25/2025 - 12/08/2025

POSTED AND UNPOSTED
OPEN AND PAID

Fund Description	Department Description	Invoice Line Description	Invoice Description	Amount	
Vendor Name: FIRST AMERICAN BANK					
GENERAL FUND	ADMINISTRATION	HOBBY LOBBY - QUEEN PICTURE FRAME	HOBBY LOBBY - QUEEN PICTURE FRAMES	155.97	M
GENERAL FUND	ADMINISTRATION	AMAZON - ELF ON THE SHELF PROP RE	AMAZON - ELF ON THE SHELF PROP REF	(9.49)	M
GENERAL FUND	BUILDING & GROUNDS	AMAZON - SANTA LIGHTS AND WALL CLO	AMAZON - SANTA LIGHTS AND WALL CLO	18.98	M
GENERAL FUND	POLICE	LEXIS NEXIS	LEXIS NEXIS	200.00	M
GENERAL FUND	POLICE	WALMART - EEC OCTOBER EVENT	WALMART - EEC OCTOBER EVENT	5.94	M
GENERAL FUND	POLICE	SAM'S CLUB - EEC OCTOBER EVENT	SAM'S CLUB - EEC OCTOBER EVENT	7.97	M
GENERAL FUND	POLICE	WALMART - EEC ERIN THANKSGIVING ME	WALMART - EEC ERIN THANKSGIVING ME	41.48	M
GENERAL FUND	POLICE	SAM'S CLUB - EEC NOVEMBER EVENT	SAM'S CLUB - EEC NOVEMBER EVENT	37.96	M
GENERAL FUND	POLICE	DOLLAR TREE - EEC NOVEMBER EVENT	DOLLAR TREE - EEC NOVEMBER EVENT	5.00	M
GENERAL FUND	POLICE	CREDIT - VISTAPRINT - BUSINESS CAR	CREDIT - VISTAPRINT - BUSINESS CAR	(10.76)	M
GENERAL FUND	POLICE	AMAZON - FLASH DRIVE	AMAZON - FLASH DRIVE	13.99	M
GENERAL FUND	POLICE	SAM'S CLUB - PD ALLENDALE HALLOWEE	SAM'S CLUB - PD ALLENDALE HALLOWEE	204.48	M
GENERAL FUND	PUBLIC WORKS	AMAZON - SANTA LIGHTS AND WALL CLO	AMAZON - SANTA LIGHTS AND WALL CLO	200.00	M
GENERAL FUND	PUBLIC WORKS	IL TOLLWAY REPLENISH	IL TOLLWAY REPLENISH	20.00	M
IT FUND		ZOOM VIDEO COMMUNICATIONS	ZOOM VIDEO COMMUNICATIONS	15.99	M
MISCELLANEOUS ESCROW 24		AMAZON - ARBORIST HELMET & EARMUFF	AMAZON - ARBORIST HELMET & EARMUFF	173.97	M
SHOP WITH A COP FUND 25	POLICE	WALMART - SHOP WITH A COP DECORATI	WALMART - SHOP WITH A COP DECORATI	173.47	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	WALMART - EEC OCTOBER EVENT	WALMART - EEC OCTOBER EVENT	5.94	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	SAM'S CLUB - EEC OCTOBER EVENT	SAM'S CLUB - EEC OCTOBER EVENT	7.98	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	WALMART - EEC ERIN THANKSGIVING ME	WALMART - EEC ERIN THANKSGIVING ME	41.48	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	SAM'S CLUB - EEC NOVEMBER EVENT	SAM'S CLUB - EEC NOVEMBER EVENT	37.96	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	DOLLAR TREE - EEC NOVEMBER EVENT	DOLLAR TREE - EEC NOVEMBER EVENT	5.00	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	CREDIT - VISTAPRINT - BUSINESS CAR	CREDIT - VISTAPRINT - BUSINESS CAR	(10.77)	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	AMAZON - SANTA LIGHTS AND WALL CLO	AMAZON - SANTA LIGHTS AND WALL CLO	109.33	M
UTILITY FUND 60	SEWER	AMAZON - JIB CRANE BNR TANK	AMAZON - JIB CRANE BNR TANK	125.77	M
UTILITY FUND 60	SEWER	AMAZON - SANTA LIGHTS AND WALL CLO	AMAZON - SANTA LIGHTS AND WALL CLO	100.00	M
UTILITY FUND 60	WATER	AMAZON - X-MAS LIGHTS	AMAZON - X-MAS LIGHTS	49.98	M
WATER/SEWER CAPITAL FUND 61	WATER/SEWER CAPITAL	JOHN BOAT OXIDATION DITCH	BASS PRO - JOHN BOAT OXIDATION DIT	1,570.00	M
WATER/SEWER CAPITAL FUND 61	WATER/SEWER CAPITAL	BASS PRO - JOHN BOAT PADDLES	BASS PRO - JOHN BOAT PADDLES	43.98	M
			Vendor Total:	4,425.19	
Vendor Name: GRAINGER, INC.					
COMMUNITY CAPITAL	ADMINISTRATION	SALT BRINE INSTALL	SALT BRINE INSTALL	62.58	DM
COMMUNITY CAPITAL	ADMINISTRATION	SALT BRINE INSTALL	SALT BRINE INSTALL	36.81	DM
COMMUNITY CAPITAL	ADMINISTRATION	SALT BRINE 2 INCH PIPING	SALT BRINE 2 INCH PIPING	108.93	DM
COMMUNITY CAPITAL	ADMINISTRATION	SALT BRINE ELBOWS PIPING	SALT BRINE ELBOWS PIPING	42.10	DM
COMMUNITY CAPITAL	ADMINISTRATION	SALT BRINE TANK	SALT BRINE TANK	32.40	DM
COMMUNITY CAPITAL	ADMINISTRATION	SALT BRINE TANK PIPING	SALT BRINE TANK PIPING	387.20	DM
			Vendor Total:	670.02	
Vendor Name: GROOT INDUSTRIES, INC					
REFUSE & RECYCLING 30		YARD WASTE STICKERS	YARD WASTE STICKERS	2,500.00	DM
REFUSE & RECYCLING 30		GROOT BILLING CONTRACT	GROOT BILLING CONTRACT	109,182.85	DM
			Vendor Total:	111,682.85	
Vendor Name: HINCKLEY SPRINGS					
GENERAL FUND	ADMINISTRATION	WATER FOR VH/PD	WATER FOR VH/PD	11.99	M
GENERAL FUND	POLICE	WATER FOR VH/PD	WATER FOR VH/PD	141.93	M
			Vendor Total:	153.92	
Vendor Name: IMRF VILLAGE OF LINDENHURST					
I.M.R.F./F.I.C.A. 06	ADMINISTRATION	VILLAGE OF LINDENHURST IMRF - NOVE	VILLAGE OF LINDENHURST IMRF - NOVE	322.22	M

TREASURER'S BUDGET COMPARISON REPORT FOR VILLAGE OF LINDENHURST

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Fund Description	Department Description	Invoice Line Description	Invoice Description	Amount	
Vendor Name: IMRF VILLAGE OF LINDENHURST					
REFUSE & RECYCLING 30		VILLAGE OF LINDENHURST IMRF - NOVE	VILLAGE OF LINDENHURST IMRF - NOVE	5,263.16	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	VILLAGE OF LINDENHURST IMRF - NOVE	VILLAGE OF LINDENHURST IMRF - NOVE	5,155.74	M
Vendor Total:				10,741.12	
Vendor Name: IPBC					
GENERAL FUND	ADMINISTRATION	EMPLOYER CONTRIBUTION - DECEMBER 2	EMPLOYER CONTRIBUTION - DECEMBER 2	4,051.12	M
GENERAL FUND	ENGINEERING & BUILDING	EMPLOYER CONTRIBUTION - DECEMBER 2	EMPLOYER CONTRIBUTION - DECEMBER 2	1,381.41	M
GENERAL FUND	POLICE	EMPLOYER CONTRIBUTION - DECEMBER 2	EMPLOYER CONTRIBUTION - DECEMBER 2	34,610.82	M
GENERAL FUND	PUBLIC WORKS	EMPLOYER CONTRIBUTION - DECEMBER 2	EMPLOYER CONTRIBUTION - DECEMBER 2	8,087.79	M
REFUSE & RECYCLING 30		EMPLOYER CONTRIBUTION - DECEMBER 2	EMPLOYER CONTRIBUTION - DECEMBER 2	2,655.46	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	EMPLOYER CONTRIBUTION - DECEMBER 2	EMPLOYER CONTRIBUTION - DECEMBER 2	16,901.61	M
Vendor Total:				67,688.21	
Vendor Name: J.G. UNIFORMS, INC					
GENERAL FUND	POLICE	BODY ARMOR - RATHKE	BODY ARMOR - RATHKE	995.00	M
Vendor Total:				995.00	
Vendor Name: KNAPHEIDE EQUIPMENT CO. - CHICAGO					
GENERAL FUND	PUBLIC WORKS	TRK 23 CABLE ASSEMBLY	TRK 23 CABLE ASSEMBLY	68.91	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	TRK 23 CABLE ASSEMBLY	TRK 23 CABLE ASSEMBLY	45.94	M
Vendor Total:				114.85	
Vendor Name: LAKE COUNTY CHIEFS OF POLICE					
GENERAL FUND	POLICE	LCCPA HOLIDAY PARTY	LCCPA HOLIDAY PARTY	75.00	DM
Vendor Total:				75.00	
Vendor Name: LAKE COUNTY MUNICIPAL LEAGUE					
GENERAL FUND	ADMINISTRATION	LCML ANNUAL DINNER - MARTURANO	LCML ANNUAL DINNER - MARTURANO	60.00	M
Vendor Total:				60.00	
Vendor Name: LAKE COUNTY STORMWATER MANAGEMENT C					
COMMUNITY CAPITAL	ADMINISTRATION	ROSETREE OUTFALL	ROSETREE OUTFALL	3,280.00	M
COMMUNITY CAPITAL	ADMINISTRATION	ROSETREE OUTFALL	ROSETREE OUTFALL	960.00	M
Vendor Total:				4,240.00	
Vendor Name: LAKE COUNTY TREASURER					
GENERAL FUND	PUBLIC WORKS	TRAFFIC LIGHTS	TRAFFIC LIGHTS	784.60	M
Vendor Total:				784.60	
Vendor Name: LAUTERBACH & AMEN, LLP					
GRAND AVENUE TIF FUND	ADMINISTRATION	TIF - PROFESSIONAL SERVICES	TIF - PROFESSIONAL SERVICES	900.00	DM
Vendor Total:				900.00	
Vendor Name: MANHARD CONSULTING LTD					
MISCELLANEOUS ESCROW 24		ESCROW - BRIARGATE	ESCROW - BRIARGATE	637.50	DM
MISCELLANEOUS ESCROW 24		ESCROW - LENNAR	ESCROW - LENNAR	3,035.00	DM
Vendor Total:				3,672.50	
Vendor Name: MENARDS - ANTIOCH					
GENERAL FUND	PUBLIC WORKS	SIDEBOARDS TRUCKS	SIDEBOARDS TRUCKS	122.02	DM
GENERAL FUND	PUBLIC WORKS	FLOAT MATERIALS	FLOAT MATERIALS	167.08	DM
GENERAL FUND	PUBLIC WORKS	FLOAT MATERIALS	FLOAT MATERIALS	20.43	DM
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	FLOAT MATERIALS	FLOAT MATERIALS	111.38	DM
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	FLOAT MATERIALS	FLOAT MATERIALS	20.43	DM

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Vendor Name: MENARDS - ANTIOCH					
UTILITY FUND 60	SEWER	FLOAT MODIFICATIONS	FLOAT MODIFICATIONS	73.83	DM
UTILITY FUND 60	WATER	FLOAT MODIFICATIONS	FLOAT MODIFICATIONS	73.84	DM
				<u>Vendor Total:</u>	<u>589.01</u>
Vendor Name: MGN LOCK					
GENERAL FUND	POLICE	EVIDENCE ROOM REPAIR	EVIDENCE ROOM REPAIR	292.00	M
				<u>Vendor Total:</u>	<u>292.00</u>
Vendor Name: MID AMERICAN WATER OF WAUCONDA					
WATER/SEWER CAPITAL FUND 61	WATER/SEWER CAPITAL	WATER METER PARTS	WATER METER PARTS	262.65	M
				<u>Vendor Total:</u>	<u>262.65</u>
Vendor Name: MONROE TRUCK EQUIPMENT, INC					
GENERAL FUND	PUBLIC WORKS	TRK 57 HYDRAULIC PUMP REPLACEMENT	TRK 57 HYDRAULIC PUMP REPLACEMENT	758.71	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	TRK 57 HYDRAULIC PUMP REPLACEMENT	TRK 57 HYDRAULIC PUMP REPLACEMENT	505.81	M
				<u>Vendor Total:</u>	<u>1,264.52</u>
Vendor Name: NORTH SHORE GAS					
UTILITY FUND 60	SEWER	GAS LIFT 1 - 0608497314-00001	GAS AT LIFT STATIONS & WELL HOUSES	94.39	M
UTILITY FUND 60	SEWER	GAS LIFT 2 - 0612073780-00001	GAS AT LIFT STATIONS & WELL HOUSES	0.00	M
UTILITY FUND 60	SEWER	GAS LIFT 3 - 0605241424-00001	GAS AT LIFT STATIONS & WELL HOUSES	45.58	M
UTILITY FUND 60	SEWER	GAS LIFT 4 - 0604620538-00001	GAS AT LIFT STATIONS & WELL HOUSES	41.69	M
UTILITY FUND 60	SEWER	GAS LIFT 10 - 0608845582-00001	GAS AT LIFT STATIONS & WELL HOUSES	44.99	M
UTILITY FUND 60	SEWER	GAS LIFT 9 - 0611592466-00001	GAS AT LIFT STATIONS & WELL HOUSES	44.33	M
UTILITY FUND 60	WATER	GAS WELL HOUSE 1 - 0604115867-0000	GAS AT LIFT STATIONS & WELL HOUSES	0.00	M
UTILITY FUND 60	WATER	GAS WELL HOUSE 2 - 0611622660-0000	GAS AT LIFT STATIONS & WELL HOUSES	71.14	M
UTILITY FUND 60	WATER	GAS WELL HOUSE 2 - 7500011178776	GAS AT LIFT STATIONS & WELL HOUSES	0.00	M
UTILITY FUND 60	WATER	GAS WELL HOUSE 2 - 0612121410-0000	GAS AT LIFT STATIONS & WELL HOUSES	169.42	M
UTILITY FUND 60	WATER	GAS WELL HOUSE 1 - 0611622660-0000	GAS AT LIFT STATIONS & WELL HOUSES	91.67	M
				<u>Vendor Total:</u>	<u>603.21</u>
Vendor Name: PACE ANALYTICAL SERVICES, LLC					
UTILITY FUND 60	SEWER	LAB SERVICES	LAB SERVICES	497.50	DM
UTILITY FUND 60	SEWER	NOVEMBER 2025 WWTF SAMPLING	NOVEMBER 2025 WWTF SAMPLING	980.00	DM
UTILITY FUND 60	WATER	LAB SERVICES	LAB SERVICES	720.00	DM
				<u>Vendor Total:</u>	<u>2,197.50</u>
Vendor Name: PAYROLL - EXPENSES					
GENERAL FUND	PUBLIC WORKS	CELL PHONE STIPEND - STREET	PAYROLL- EMPLOYER COSTS	480.00	M
I.M.R.F./F.I.C.A. 06	ADMINISTRATION	ADMIN FICA	PAYROLL- EMPLOYER COSTS	3,445.91	M
REFUSE & RECYCLING 30		GARBAGE FICA	PAYROLL- EMPLOYER COSTS	215.37	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	S & W FICA	PAYROLL- EMPLOYER COSTS	3,517.70	M
UTILITY FUND 60	SEWER	CELL PHONE STIPEND - SEWER	PAYROLL- EMPLOYER COSTS	480.00	M
UTILITY FUND 60	WATER	CELL PHONE STIPEND - WATER	PAYROLL- EMPLOYER COSTS	240.00	M
				<u>Vendor Total:</u>	<u>8,378.98</u>
Vendor Name: PAYROLL - GROSS PAYS					
GENERAL FUND	ADMINISTRATION	ADMIN SALARIES	PAYROLL GROSS COMPENSATION	7,985.06	M
GENERAL FUND	ADMINISTRATION	ADMIN PART-TIME SALARIES	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	ADMINISTRATION	ADMIN OVERTIME	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	ADMINISTRATION	ADMIN MERIT BONUS	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	ADMINISTRATION	ADMIN SICK TIME COMP	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	ADMINISTRATION	OFFICIALS SALARIES	PAYROLL GROSS COMPENSATION	3,025.00	M

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Vendor Name: PAYROLL - GROSS PAYS					
GENERAL FUND	ADMINISTRATION	CONTINGENCIES	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	ENGINEERING & BUILDING	BLDG & ENG SALARIES	PAYROLL GROSS COMPENSATION	2,201.55	M
GENERAL FUND	ENGINEERING & BUILDING	BLDG & ENG MERIT BONUS	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	ENGINEERING & BUILDING	BLDG & ENG SICK TIME COMP	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	POLICE	POLICE ADMIN/RECORDS SALARIES	PAYROLL GROSS COMPENSATION	2,142.40	M
GENERAL FUND	POLICE	POLICE OFFICERS SALARIES	PAYROLL GROSS COMPENSATION	66,368.31	M
GENERAL FUND	POLICE	POLICE P/T OFFICERS SALARIES	PAYROLL GROSS COMPENSATION	1,718.10	M
GENERAL FUND	POLICE	POLICE OVERTIME	PAYROLL GROSS COMPENSATION	1,414.72	M
GENERAL FUND	POLICE	POLICE MERIT BONUS	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	POLICE	POLICE SICK TIME COMP	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	POLICE	POLICE P/T CSO SALARIES	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	POLICE	POLICE UNIFORM STIPEND	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	PUBLIC WORKS	STREET SALARIES	PAYROLL GROSS COMPENSATION	15,640.22	M
GENERAL FUND	PUBLIC WORKS	STREET SEASONAL SUMMER	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	PUBLIC WORKS	STREET OVER-TIME/CALL OUT PAY	PAYROLL GROSS COMPENSATION	4,544.56	M
GENERAL FUND	PUBLIC WORKS	STREET ON-CALL	PAYROLL GROSS COMPENSATION	975.20	M
GENERAL FUND	PUBLIC WORKS	STREET P/T WINTER PERSONNEL	PAYROLL GROSS COMPENSATION	4,151.50	M
GENERAL FUND	PUBLIC WORKS	STREET MERIT BONUS	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	PUBLIC WORKS	STREET SICK TIME COMP	PAYROLL GROSS COMPENSATION	0.00	M
GENERAL FUND	PUBLIC WORKS	STREET PT LABORER	PAYROLL GROSS COMPENSATION	0.00	M
REFUSE & RECYCLING 30		GARBAGE FUND SALARIES	PAYROLL GROSS COMPENSATION	2,825.33	M
REFUSE & RECYCLING 30		GARBAGE MERIT BONUS	PAYROLL GROSS COMPENSATION	0.00	M
REFUSE & RECYCLING 30		GARBAGE SICK TIME COMP	PAYROLL GROSS COMPENSATION	0.00	M
GRAND AVENUE TIF FUND		TIF SALARIES	PAYROLL GROSS COMPENSATION	843.75	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	W&S ADMIN SALARIES	PAYROLL GROSS COMPENSATION	7,362.13	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	W&S ADMIN OVERTIME	PAYROLL GROSS COMPENSATION	0.00	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	W&S ADMIN MERIT BONUS	PAYROLL GROSS COMPENSATION	0.00	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	W&S ADMIN SICK TIME COMP	PAYROLL GROSS COMPENSATION	0.00	M
UTILITY FUND 60	SEWER	SEWER SALARIES	PAYROLL GROSS COMPENSATION	15,939.20	M
UTILITY FUND 60	SEWER	SEWER PART-TIME & SEASONAL	PAYROLL GROSS COMPENSATION	0.00	M
UTILITY FUND 60	SEWER	SEWER OVER-TIME/CALL OUT PAY	PAYROLL GROSS COMPENSATION	4,245.58	M
UTILITY FUND 60	SEWER	SEWER ON-CALL	PAYROLL GROSS COMPENSATION	975.20	M
UTILITY FUND 60	SEWER	SEWER MERIT BONUS	PAYROLL GROSS COMPENSATION	0.00	M
UTILITY FUND 60	SEWER	SEWER SICK TIME COMP	PAYROLL GROSS COMPENSATION	0.00	M
UTILITY FUND 60	SEWER	SEWER PT LABORER	PAYROLL GROSS COMPENSATION	0.00	M
UTILITY FUND 60	WATER	WATER SALARIES	PAYROLL GROSS COMPENSATION	7,969.60	M
UTILITY FUND 60	WATER	WATER PART TIME & SEASONAL	PAYROLL GROSS COMPENSATION	0.00	M
UTILITY FUND 60	WATER	WATER OVERTIME/CALL OUT PAY	PAYROLL GROSS COMPENSATION	2,122.79	M
UTILITY FUND 60	WATER	WATER ON-CALL	PAYROLL GROSS COMPENSATION	487.60	M
UTILITY FUND 60	WATER	WATER MERIT BONUS	PAYROLL GROSS COMPENSATION	0.00	M
UTILITY FUND 60	WATER	WATER SICK TIME COMP	PAYROLL GROSS COMPENSATION	0.00	M
UTILITY FUND 60	WATER	WATER PT LABORER	PAYROLL GROSS COMPENSATION	0.00	M
Vendor Total:				152,937.80	
Vendor Name: PAYROLL - PROCESSING FEES					
GENERAL FUND	ADMINISTRATION	ADMIN PAYLOCITY	PAYROLL - PAYLOCITY FEES	115.25	M
REFUSE & RECYCLING 30		GARBAGE FUND PAYLOCITY	PAYROLL - PAYLOCITY FEES	25.62	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	W&S ADMIN PAYLOCITY	PAYROLL - PAYLOCITY FEES	115.25	M
Vendor Total:				256.12	
Vendor Name: PITNEY BOWES GLOBAL FINANCIAL SERVI					

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Vendor Name: PITNEY BOWES GLOBAL FINANCIAL SERVI					
GENERAL FUND	ADMINISTRATION	RENTAL CHARGE - SEPT. 20, 2025 - D	RENTAL CHARGE - SEPT. 20, 2025 - D	195.12	D M
				<u>Vendor Total:</u>	195.12
Vendor Name: PRECISE MRM LLC					
GENERAL FUND	PUBLIC WORKS	GPS DATA PLAN	GPS DATA PLAN	120.00	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	GPS DATA PLAN	GPS DATA PLAN	80.00	M
				<u>Vendor Total:</u>	200.00
Vendor Name: PREMIUM SOUND & SECURITY, INC					
GENERAL FUND	PUBLIC WORKS	TRK 23 CAMERA REPAIR	TRK 23 CAMERA REPAIR	325.00	M
				<u>Vendor Total:</u>	325.00
Vendor Name: PRESTIGE PAVING & SEAL COATING INC.					
UTILITY FUND 60	WATER	2214 SLR PAVEMENT	2214 SLR PAVEMENT	4,700.00	M
				<u>Vendor Total:</u>	4,700.00
Vendor Name: PROSAFETY, INC.					
MISCELLANEOUS ESCROW 24		PT PLOW DRIVER SAFETY SWEATERS	PT PLOW DRIVER SAFETY SWEATERS	188.75	M
				<u>Vendor Total:</u>	188.75
Vendor Name: RMUS LLC					
GENERAL FUND	POLICE	DRONE SPOTLIGHT	DRONE SPOTLIGHT	2,098.26	M
				<u>Vendor Total:</u>	2,098.26
Vendor Name: RUSSO'S POWER EQUIPMENT, INC					
GENERAL FUND	PUBLIC WORKS	SIDEWALK SALT	SIDEWALK SALT	428.75	M
				<u>Vendor Total:</u>	428.75
Vendor Name: SAFEBUILT LLC LOCKBOX 88135					
GENERAL FUND	POLICE	CODE ENFORCEMENT - NOVEMBER 2025	CODE ENFORCEMENT - NOVEMBER 2025	2,659.84	M
				<u>Vendor Total:</u>	2,659.84
Vendor Name: SONDAY SERVICES					
COMMUNITY CAPITAL	ADMINISTRATION	LSD POTHOLING WATER MAIN	LSD POTHOLING WATER MAIN	2,125.00	D M
				<u>Vendor Total:</u>	2,125.00
Vendor Name: STRAND ASSOCIATES, INC.					
WATER/SEWER CAPITAL FUND 61	WATER/SEWER CAPITAL	SANDBY WELL STUDY - 2ND PAYMENT	SANDBY WELL STUDY - 2ND PAYMENT	670.00	D M
WATER/SEWER CAPITAL FUND 61	WATER/SEWER CAPITAL	TOWER 2 PAINTING - 2ND PAYMENT	TOWER 2 PAINTING - 2ND PAYMENT	3,050.00	D M
				<u>Vendor Total:</u>	3,720.00
Vendor Name: SUPER AGGREGATES					
GENERAL FUND	PUBLIC WORKS	SPOIL HAULING - 10 LOADS	SPOIL HAULING - 10 LOADS	280.00	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	SPOIL HAULING - 10 LOADS	SPOIL HAULING - 10 LOADS	420.00	M
				<u>Vendor Total:</u>	700.00
Vendor Name: USIC LOCATING SERVICES, INC					
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	NOVEMBER 2025 LOCATING SERVICES	NOVEMBER 2025 LOCATING SERVICES	3,245.46	D M
				<u>Vendor Total:</u>	3,245.46
Vendor Name: VERIZON WIRELESS					
GENERAL FUND	POLICE	PD CELL PHONES & LAPTOP DATA	PD CELL PHONES & LAPTOP DATA	196.95	M
GENERAL FUND	POLICE	PD CELL PHONES & LAPTOP DATA	PD CELL PHONES & LAPTOP DATA	254.52	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	LS6 OCT/NOV PHONE	LS6 OCT/NOV PHONE	19.45	M

TREASURER'S BUDGET COMPARISON REPORT FOR VILLAGE OF LINDENHURST

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Vendor Name: VERIZON WIRELESS					
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	PW INTERNET, CELL PHONES & TABLET	PW INTERNET, CELL PHONES & TABLETS	283.05	M
			Vendor Total:	<u>753.97</u>	
Vendor Name: WEX BANK					
GENERAL FUND	POLICE	PD FUEL	PD FUEL	3,065.70	M
GENERAL FUND	PUBLIC WORKS	PW FUEL	PW FUEL	1,052.49	M
UTILITY FUND 60	SEWER & WATER ADMINISTRATION	PW FUEL	PW FUEL	701.66	M
			Vendor Total:	<u>4,819.85</u>	
Report Total:				<u>527,690.88</u>	

TOTALS BY FUND

GENERAL FUND 01	182,145.96
I.M.R.F./F.I.C.A. FUND 06	3,768.13
IT FUND 11	4,727.90
COMMUNITY CAPITAL FUND 21	9,518.93
MISCELLANEOUS ESCROW FUND 24	4,035.22
SHOP WITH A COP FUND 25	173.47
REFUSE & RECYCLING FUND 30	124,129.09
GRAND AVENUE TIF FUND 41	1,743.75
UTILITY FUND 60	182,789.74
WATER/SEWER CAPITAL FUND 61	<u>14,658.69</u>
Total For All Funds:	\$527,690.88



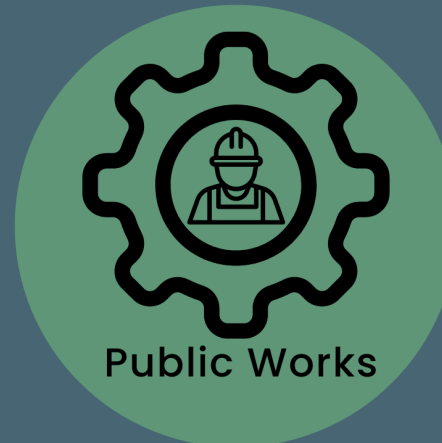
Village of Lindenhurst Strategic Priority Dashboard

Welcome to the Village of Lindenhurst's Strategic Priority Dashboard! This interactive tool provides key performance indicators (KPIs) selected by each Village department and functional area to track progress towards our Strategic Plan and operational goals.

Mission Statement

The Village of Lindenhurst, in partnership with our community, continuously strives to provide a safe, healthy, and vibrant environment through quality customer service, public safety, progressive leadership, and financial responsibility.

Village Functional Areas



All data is displayed by Fiscal Year (FY), unless otherwise specified. The Village's fiscal year runs from May 1- April 30.

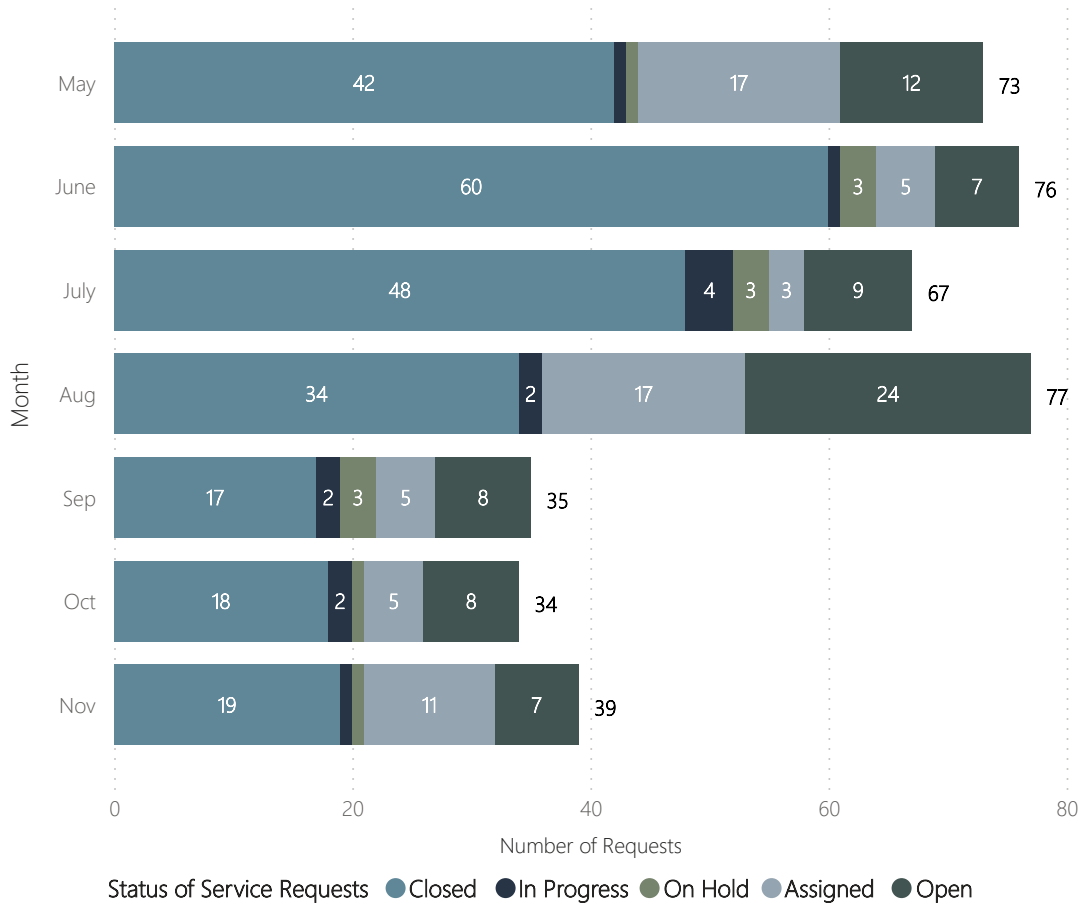


Administration & Communications

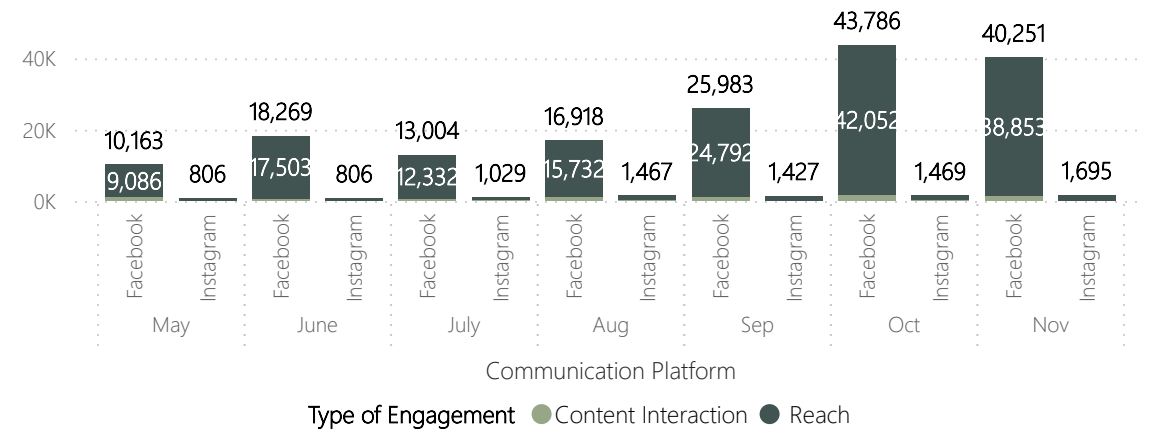
Village Strategic Plan Alignment Key

- Community Branding & Engagement
- Responsible Growth & Development
- Future Ready Operations
- Capital Infrastructure Planning & Improvements
- Business Recruitment & Retention
- Operational/Unaffiliated

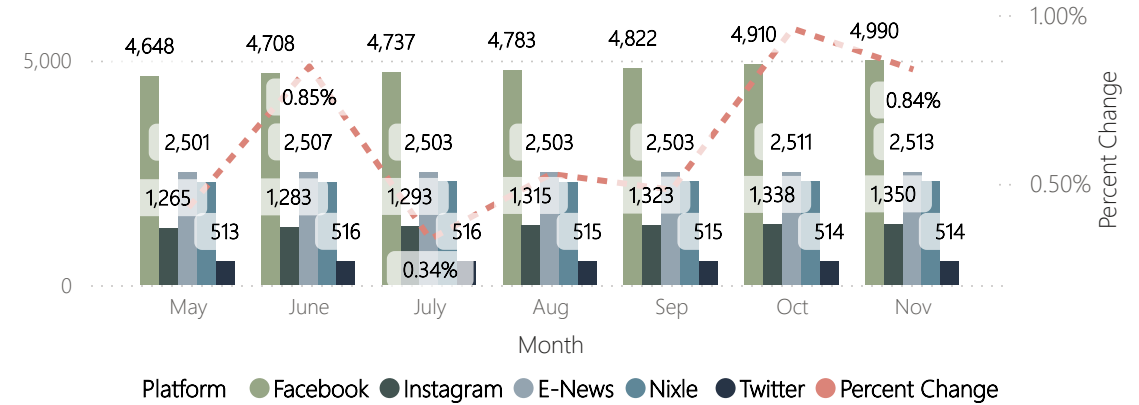
Service Requests Completion



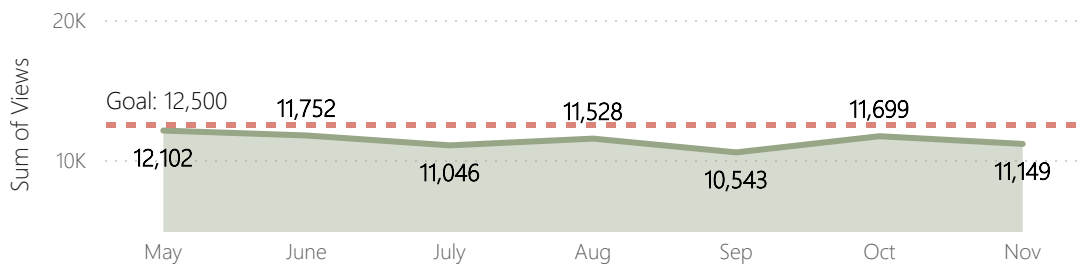
Social Media Total Engagement



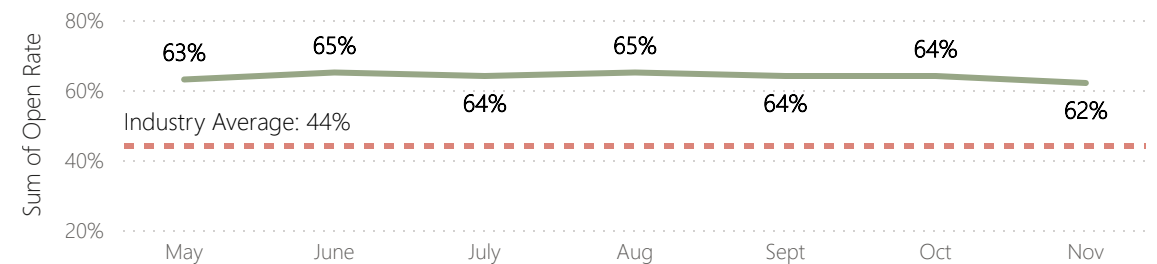
Village Social Media Platform Followers



Website Views



E-Newsletter Open Rate



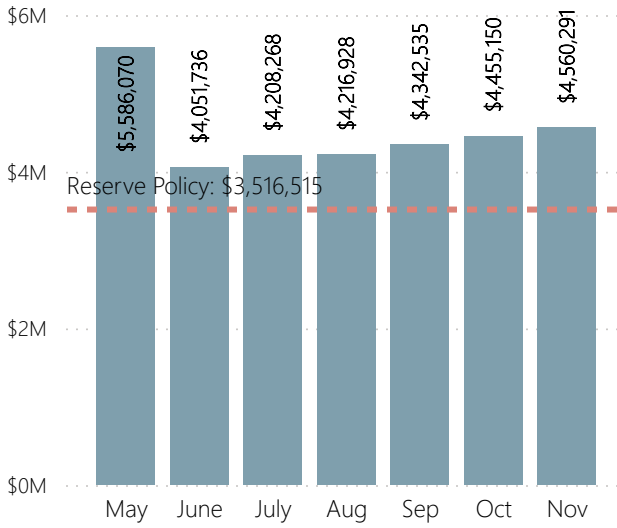


Village Strategic Plan Alignment Key

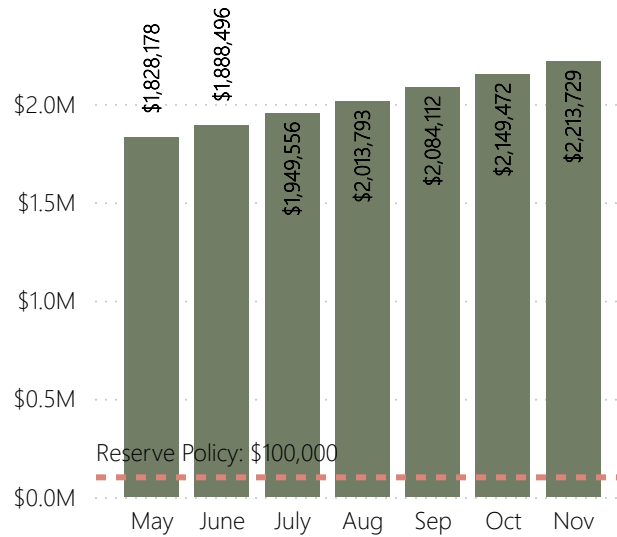
- Community Branding & Engagement
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Finance

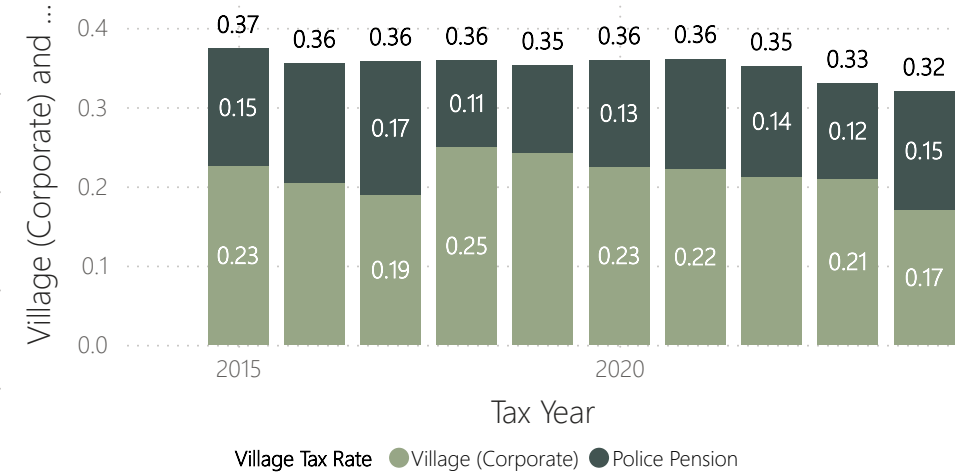
General Fund Cash Balance



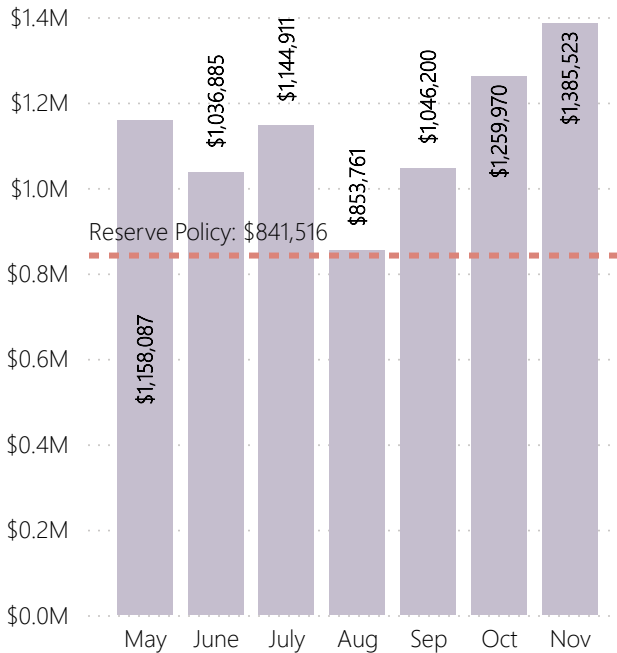
MFT Fund Cash Balance



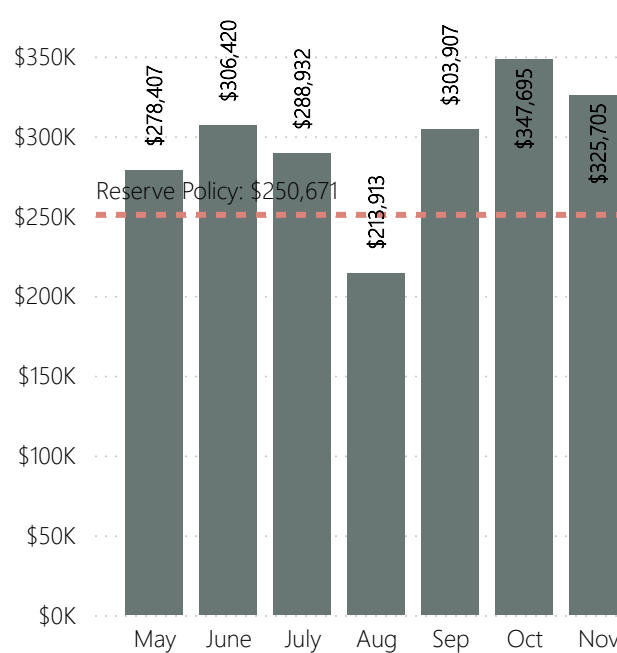
Annual Village Property Tax Rate



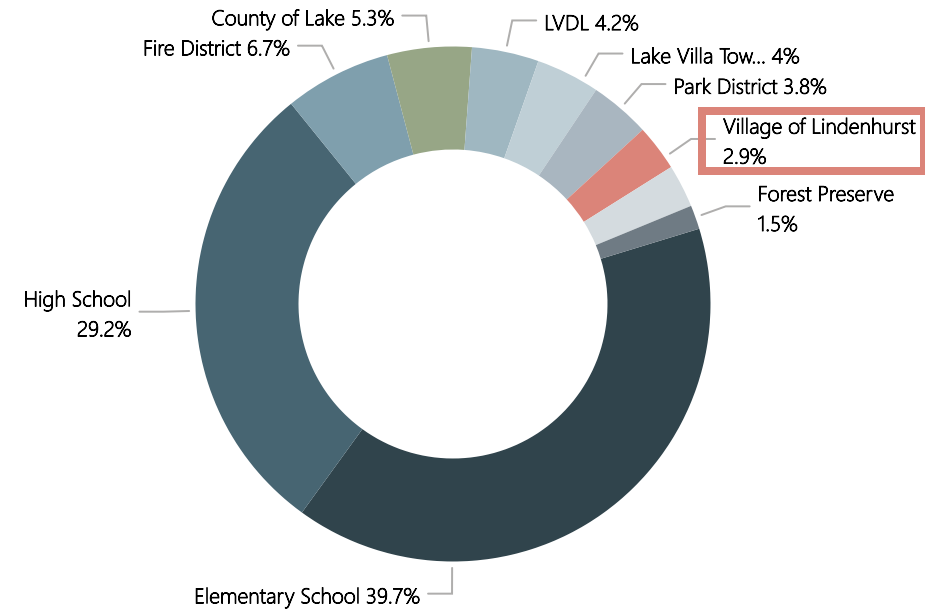
Water/ Sewer Fund Cash Balance



Garbage Fund Cash Balance



Property Tax Rate by Taxing Body



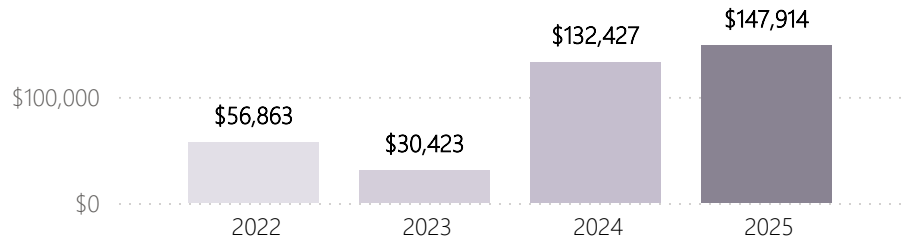


Village Strategic Plan Alignment Key

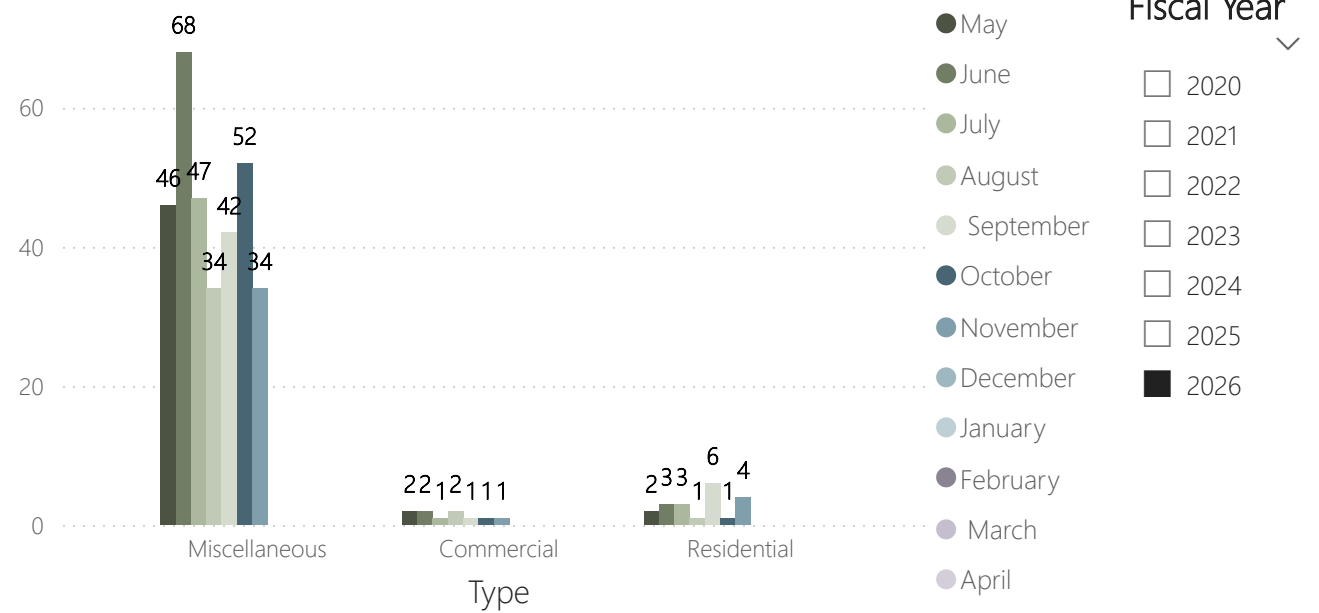
- Community Branding & Engagement
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- Business Recruitment & Retention
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Development

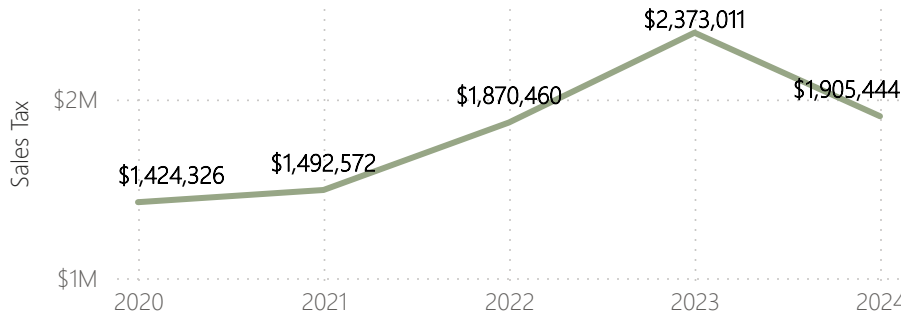
LEAP Dollars Awarded to Businesses



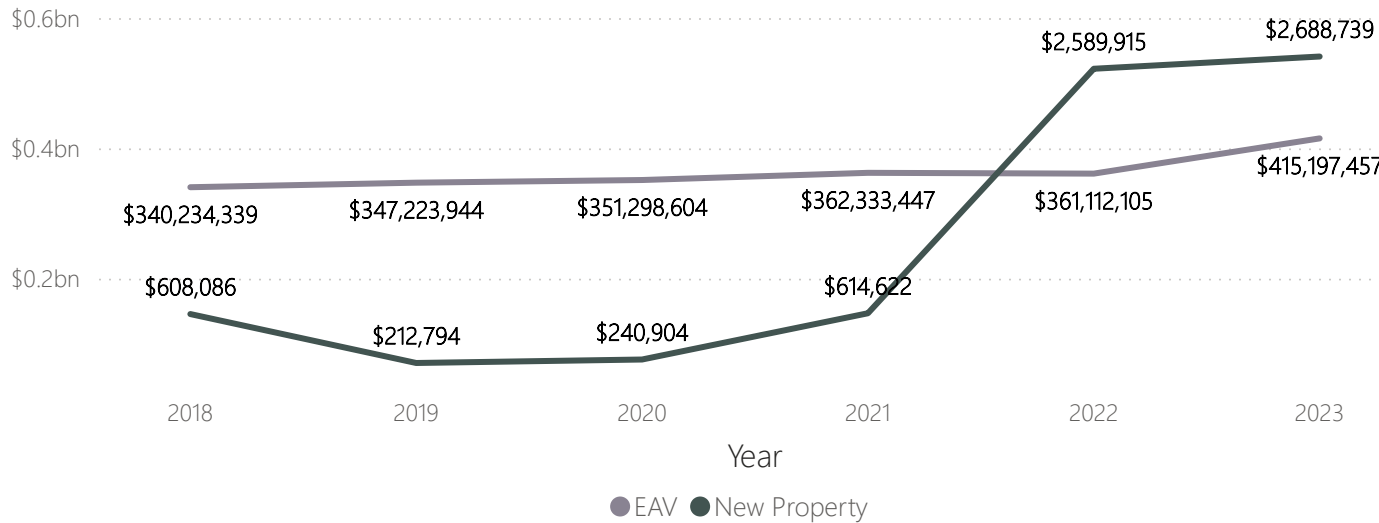
Monthly Building Permit Information



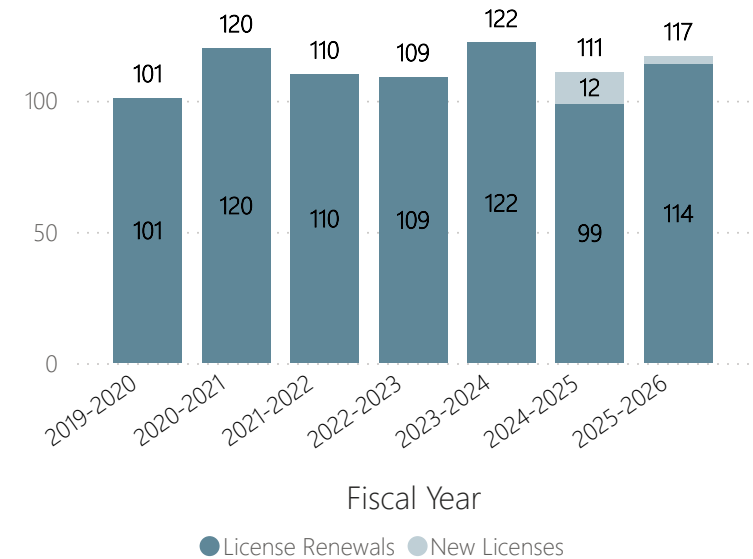
Sales Tax



Lindenhurst Taxable Equalized Assesed Value (EAV)



Fiscal Year Business License Information



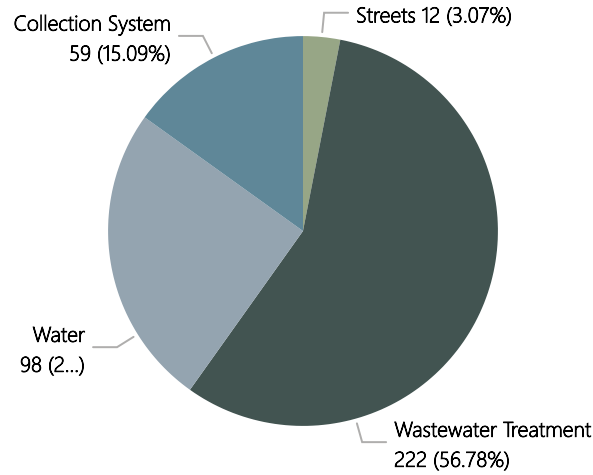


Village Strategic Plan Alignment Key

- Community Branding & Engagement
- Responsible Growth & Development
- Future Ready Operations
- Capital Infrastructure Planning & Improvements
- Business Recruitment & Retention
- Operational/ Unaffiliated

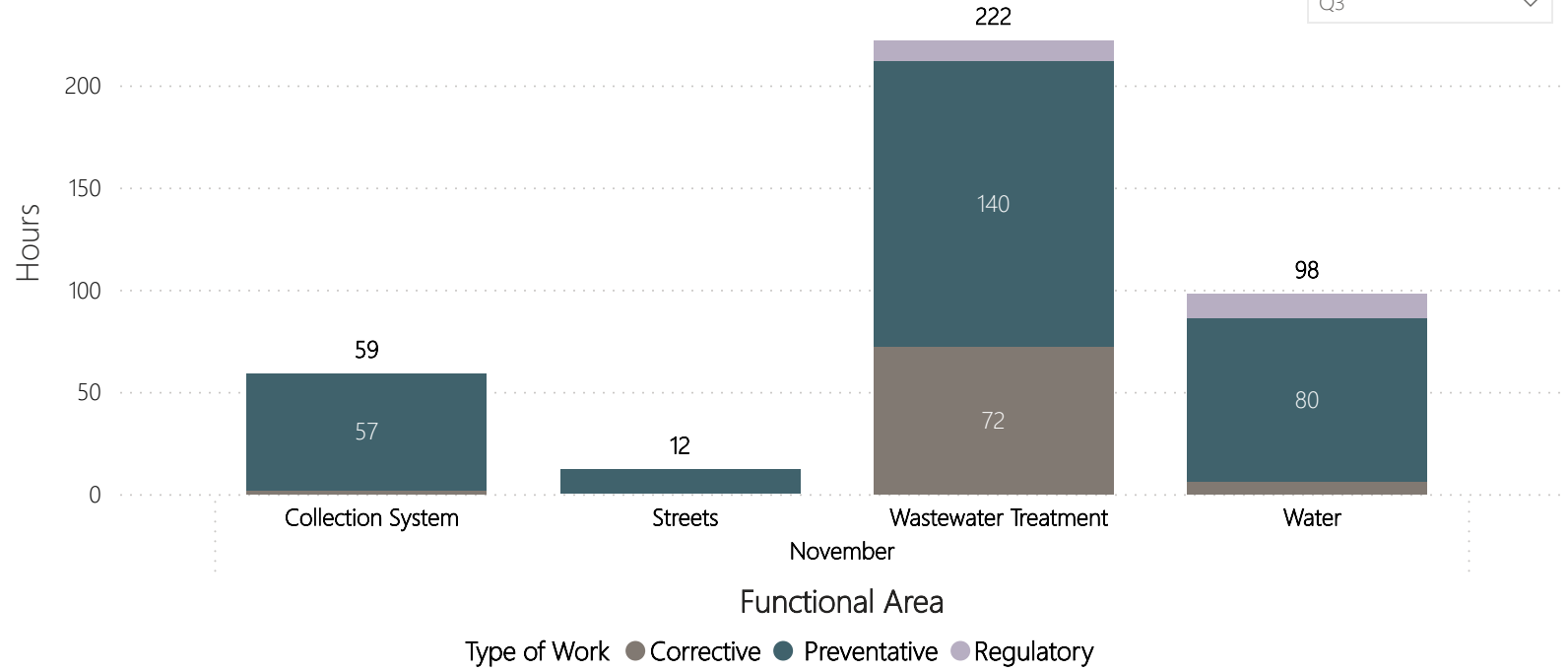
Public Works

November-Time Spent in Functional Areas

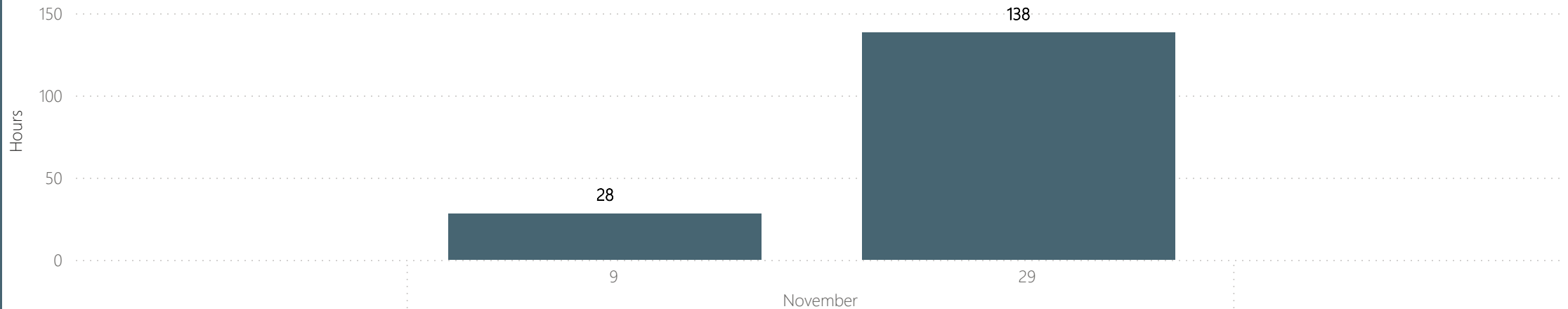


Time Performed in Public Works Functional Area

Filter by Quarter



2024-2025 Snow Season- Hours to Complete Event



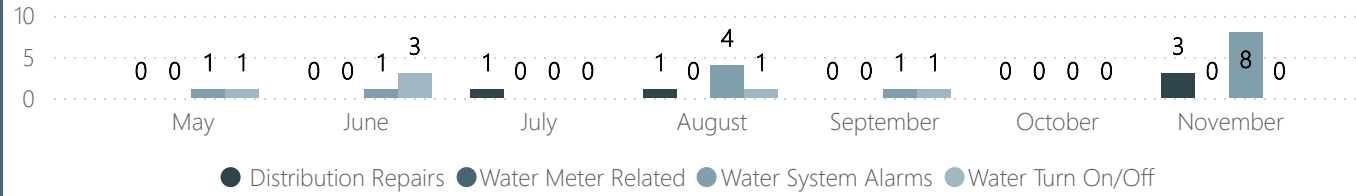


Village Strategic Plan Alignment Key

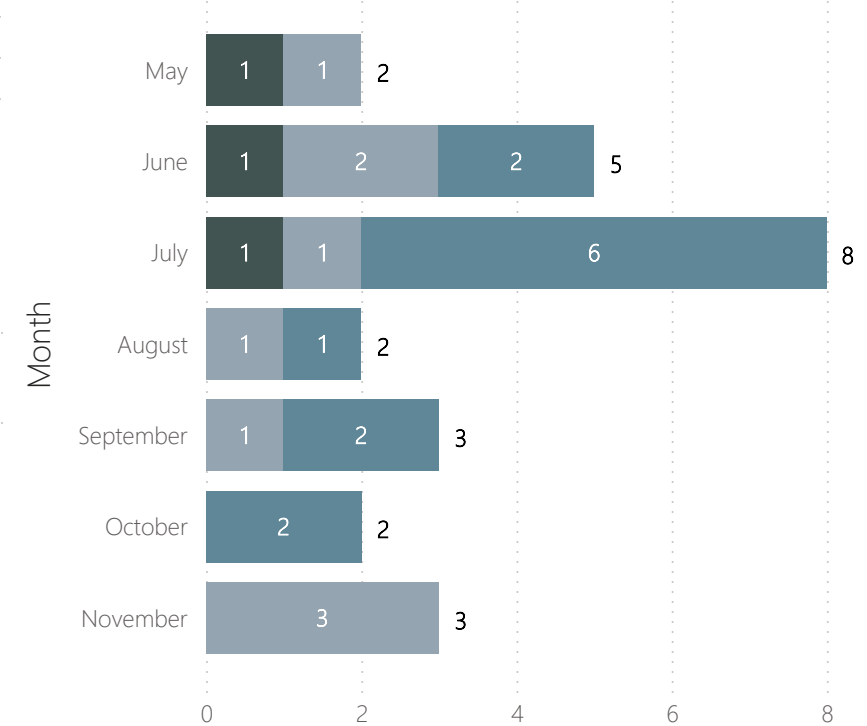
- Community Branding & Engagement
- Responsible Growth & Development
- Future Ready Operations
- Capital Infrastructure Planning & Improvements
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Public Works

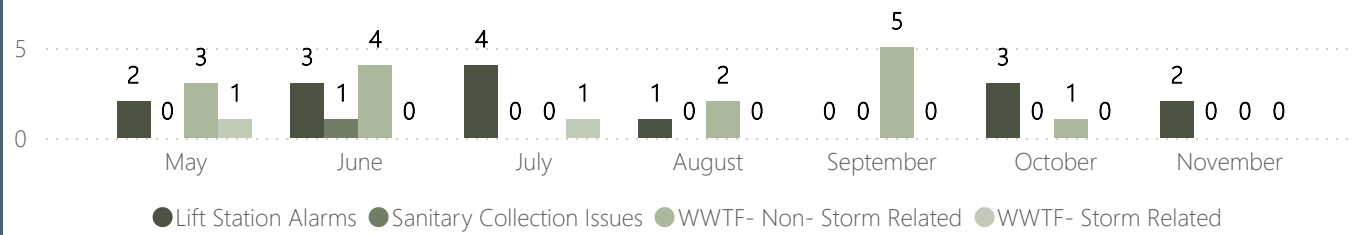
After Hour Call Outs: Water



Distribution Repairs



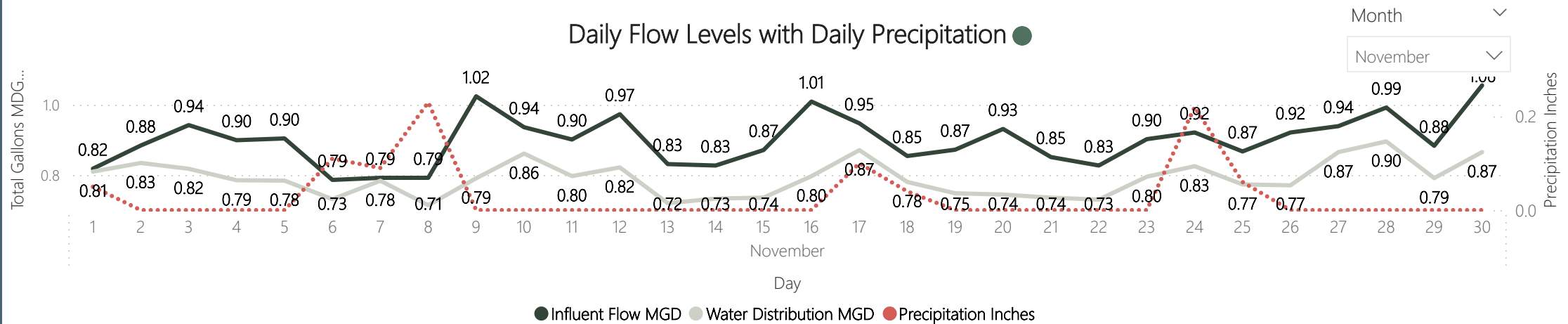
After Hour Call Outs: Sanitary



After Hour Call Outs: Streets



Daily Flow Levels with Daily Precipitation



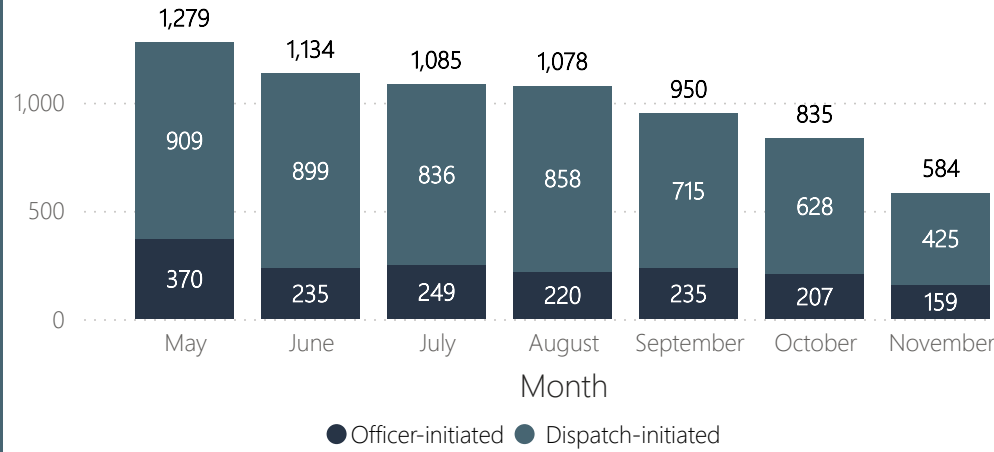


Village Strategic Plan Alignment Key

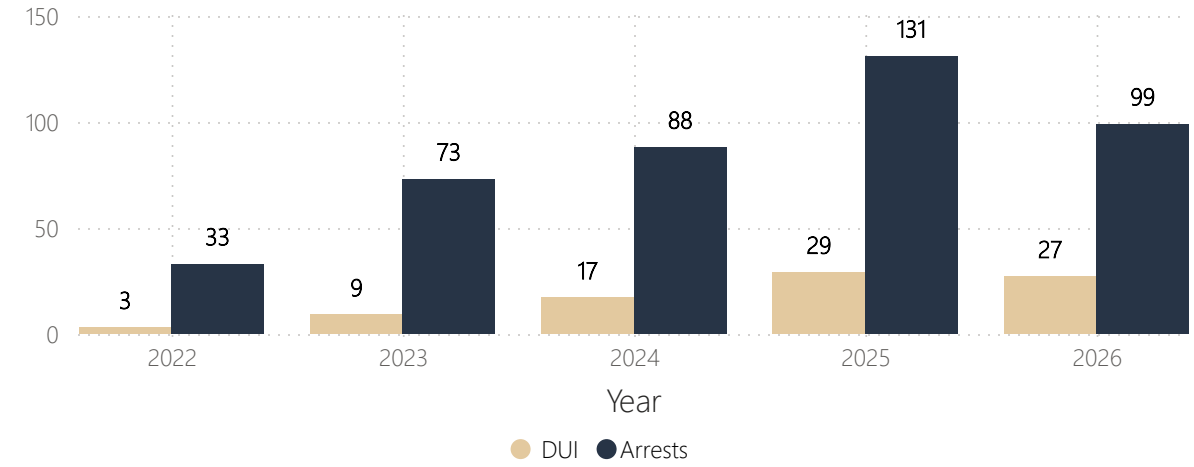
- Community Branding & Engagement
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- Business Recruitment & Retention
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Police

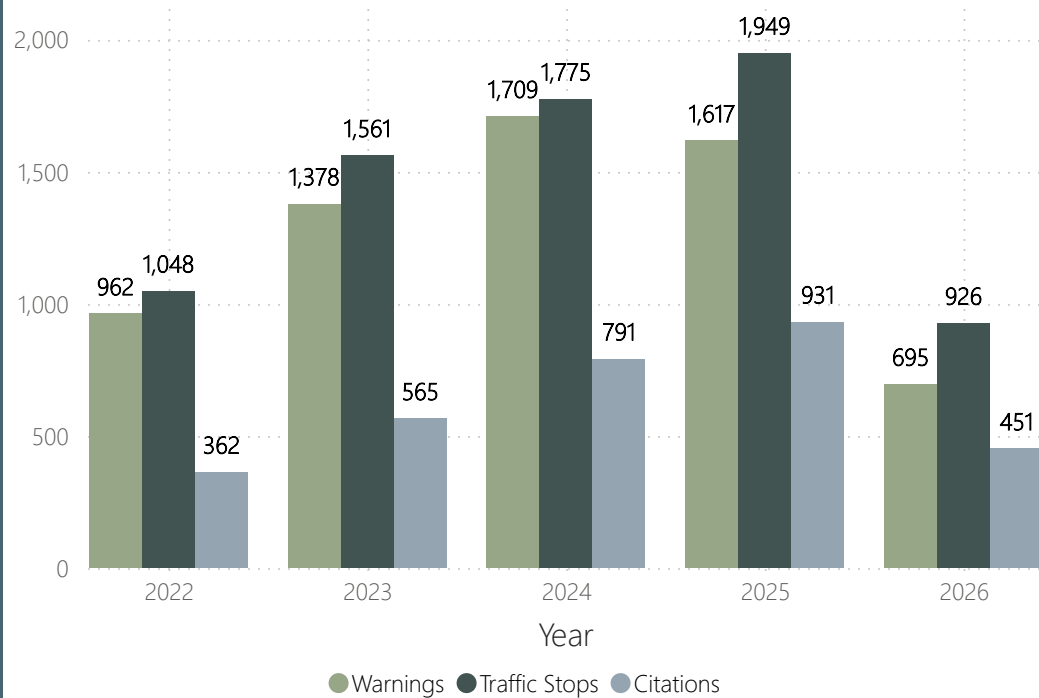
Calls for Service



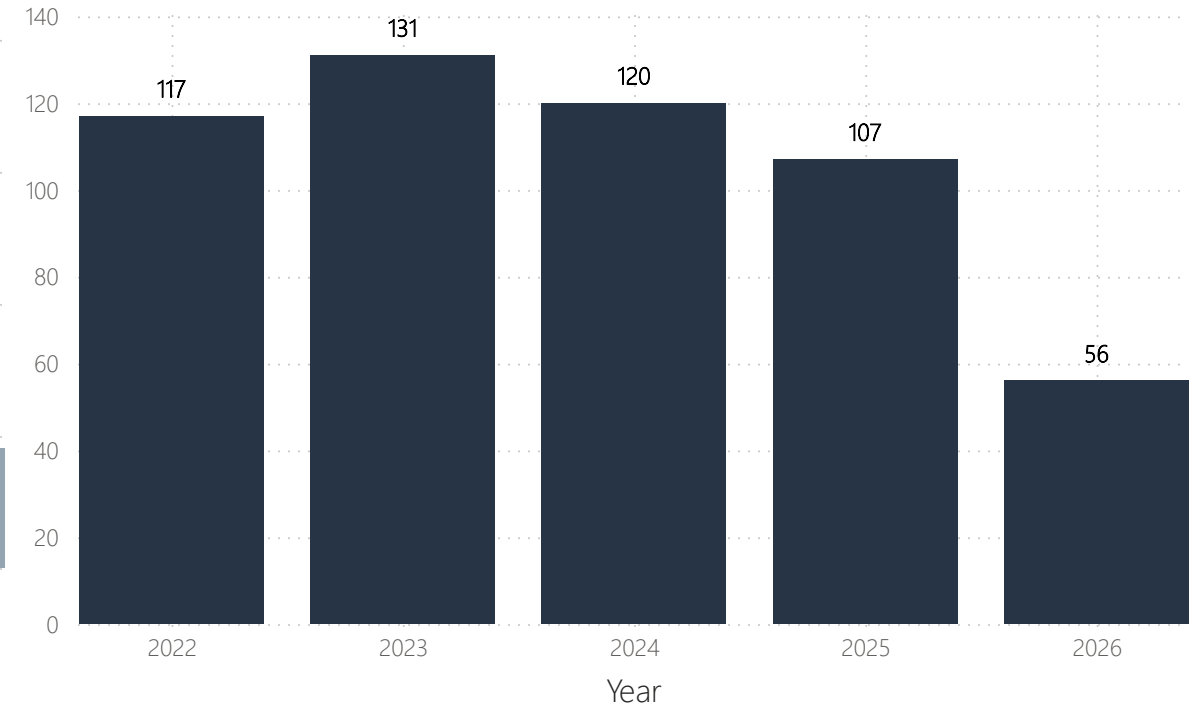
Arrest Data



Traffic Enforcement



Accident Data



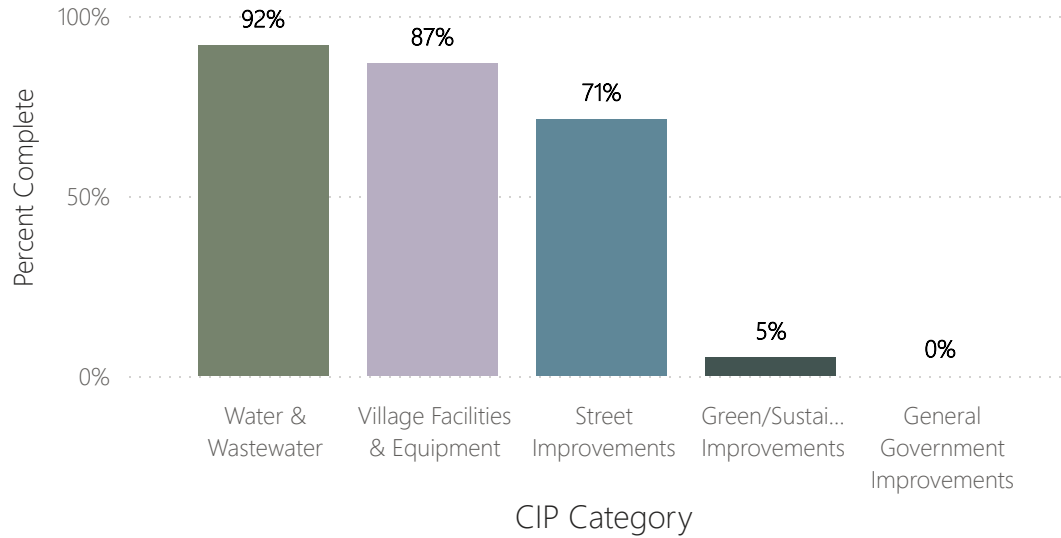


Capital Projects Tracking

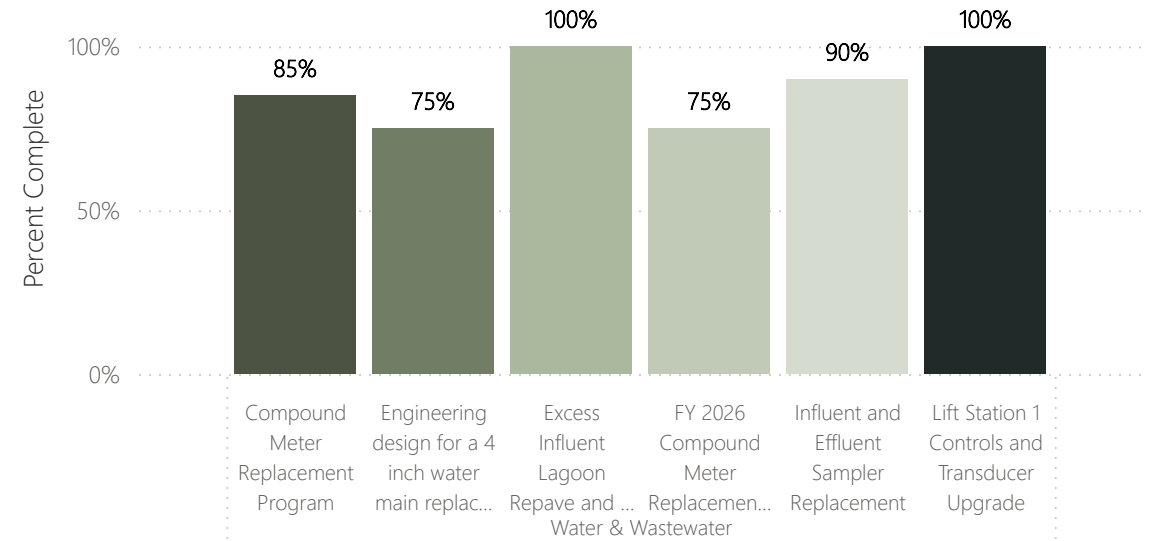
Filter by Capital Project Category



Capital Projects Progress by Category



Capital Projects Progress by Project



Village Strategic Plan Alignment Key

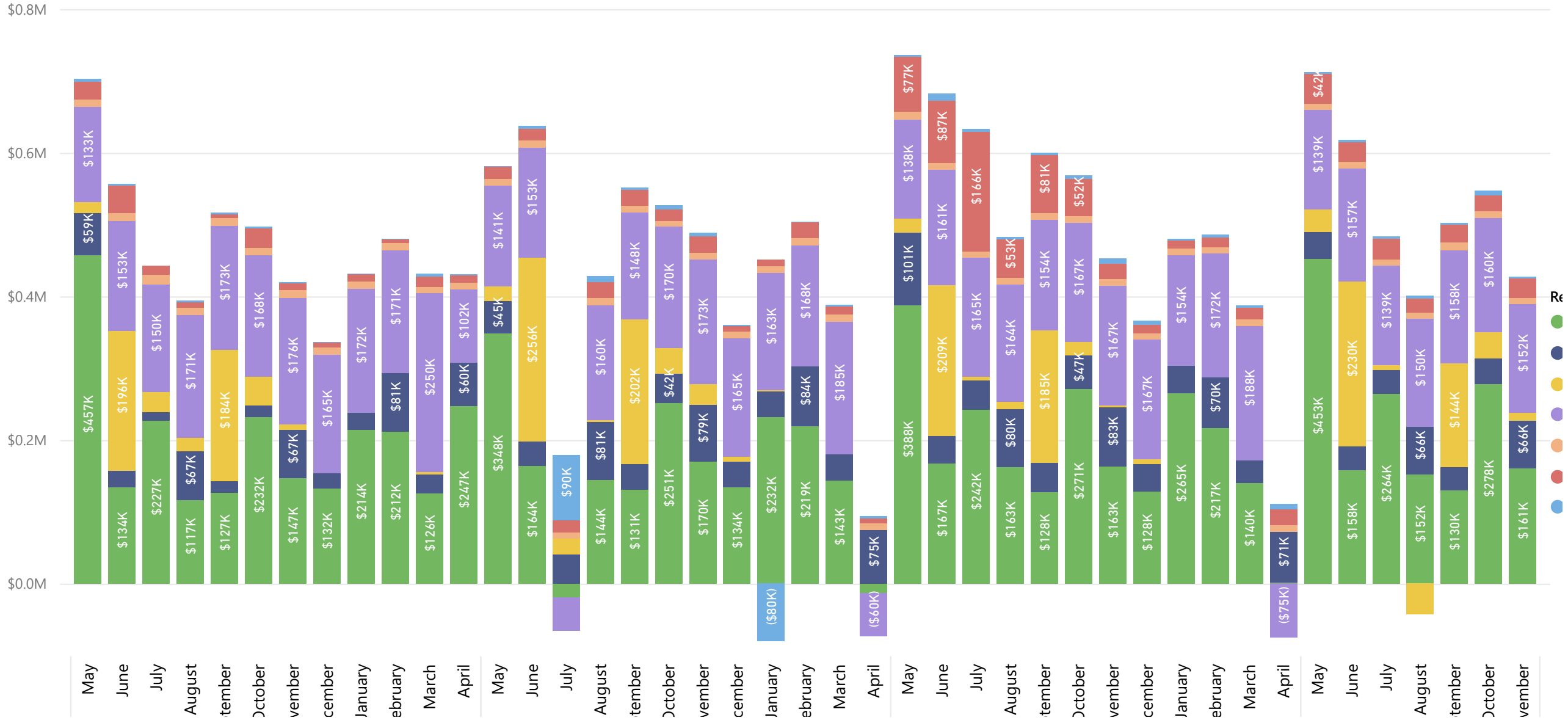
- Community Branding & Engagement
- Responsible Growth & Development
- Future Ready Operations
- Capital Infrastructure Planning & Improvements
- Business Recruitment & Retention
- Operational/Unaffiliated

CIP Category	% Complete	Project Description
Water & Wastewater		
Lift Station Upgrades and Improvements		
Lift Station 1 Controls and Transducer Upgrade	100%	Upgrade was completed.
Lift station 10 ATS Replacement	100%	Project has been completed.
Lift Station 2 ATS replacement.	100%	Project has been completed.
Lift Station 2, 8, and 5 Driveway resurfacing	100%	Lift station 2, 8 and 5 driveways have been replaced.
Lift Station 5, PLC replacement	100%	Project was completed.
Village Wastewater Infrastructure Improvements	10%	Public Works Selected Lift Station 4 Sewer Network for Smoke testing and have discussed project with Gewalt Hamilton.
Wastewater Facility Improvements		
Excess Influent Lagoon Repave and Reseal	100%	Project was completed.

Village of Lindenhurst Financial Tracking and Detail Report



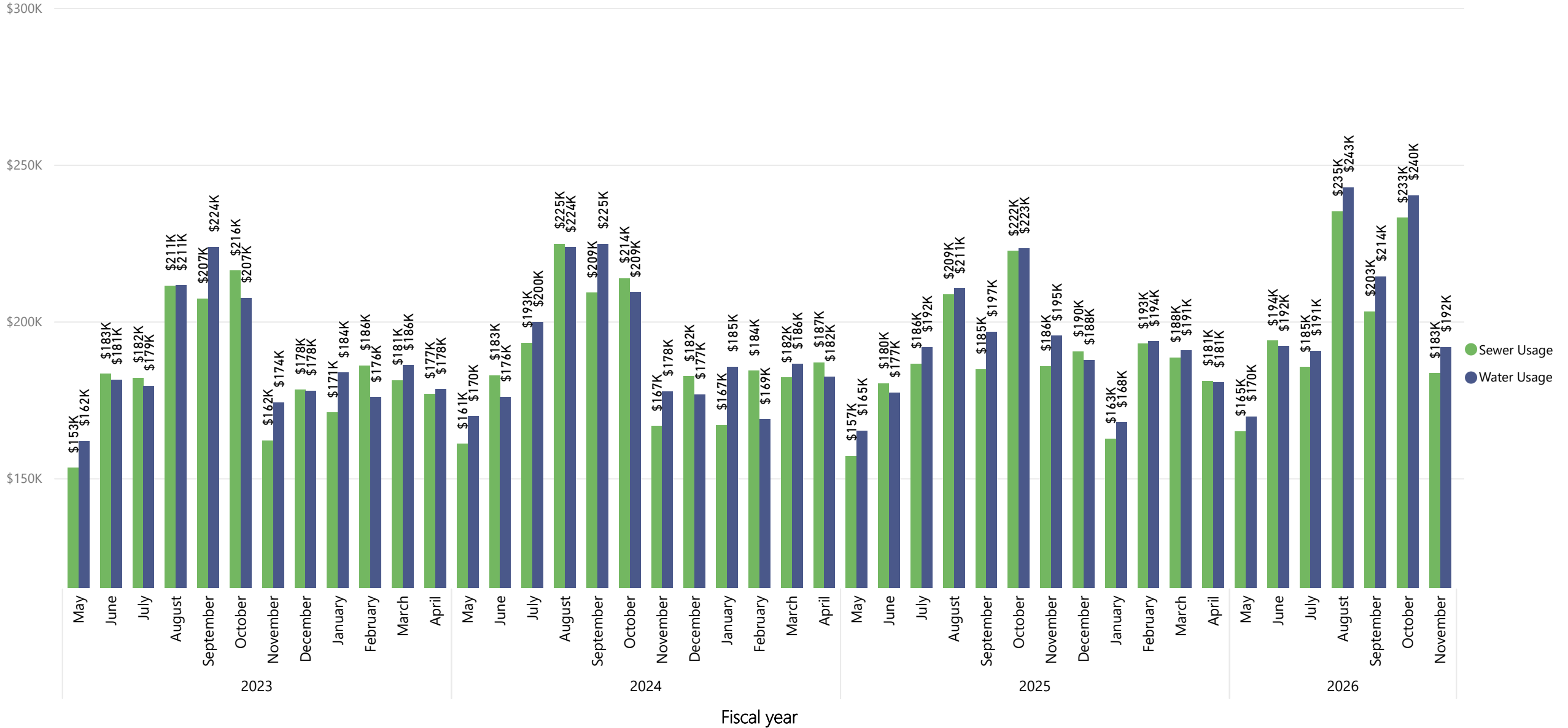
Annual General Fund Revenues by Type



Village of Lindenhurst Financial Tracking and Detail Report

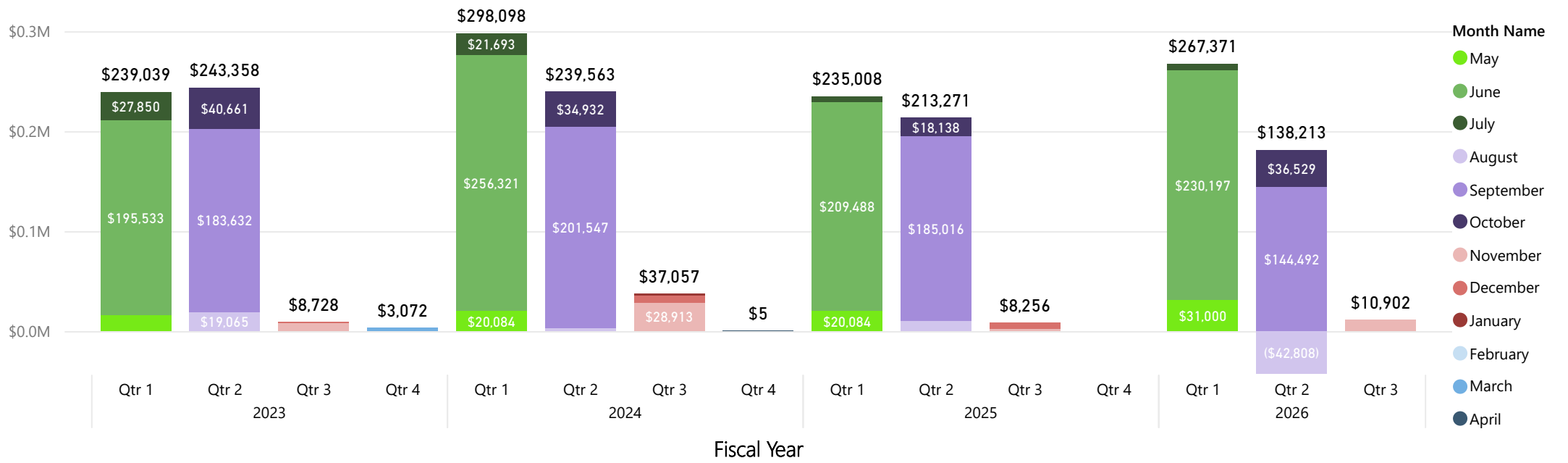


Annual Water and Sewer Receipts

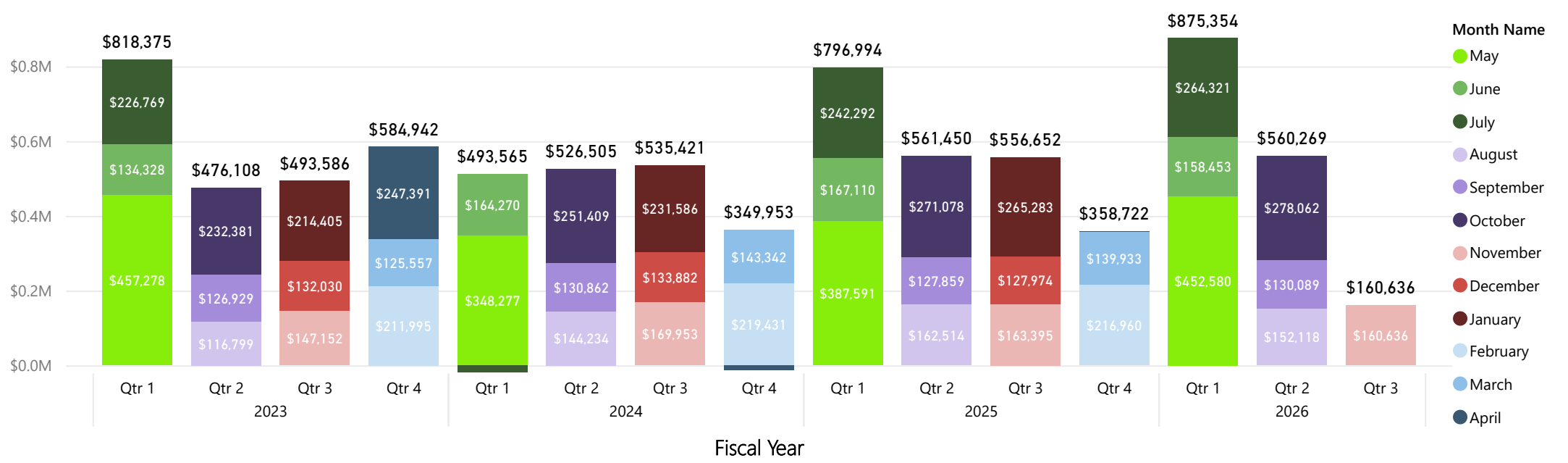


General Fund
Individual
Revenue
Sources

Property Tax Receipts by Month

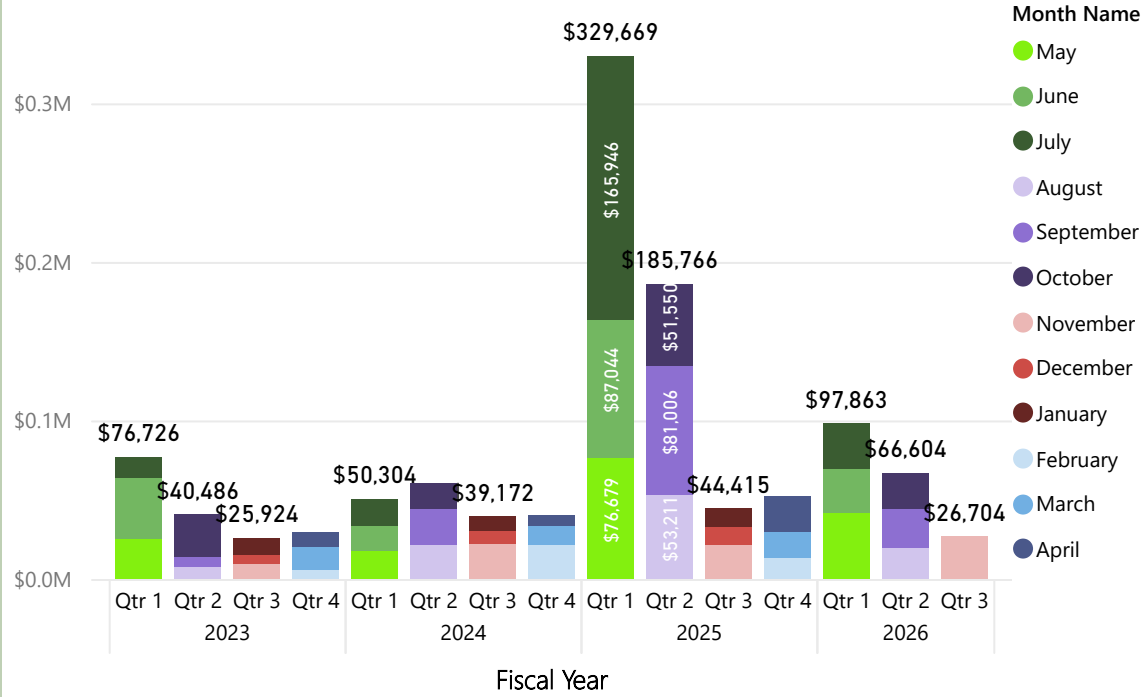


Income Tax Receipts by Month

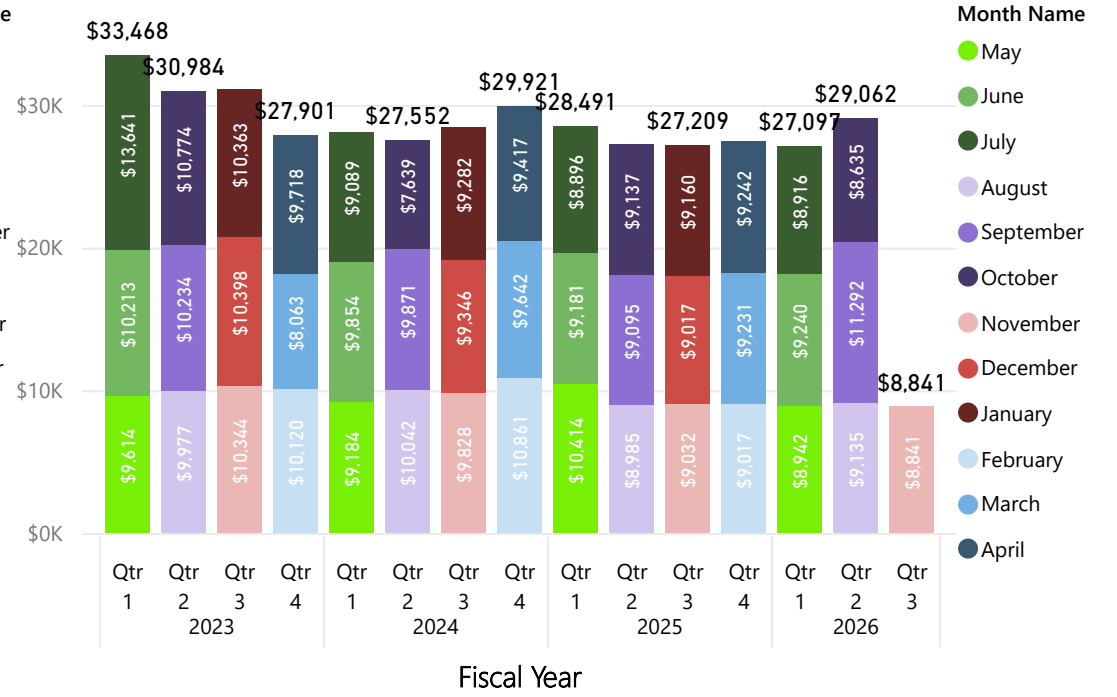


General Fund
Individual Revenue Sources

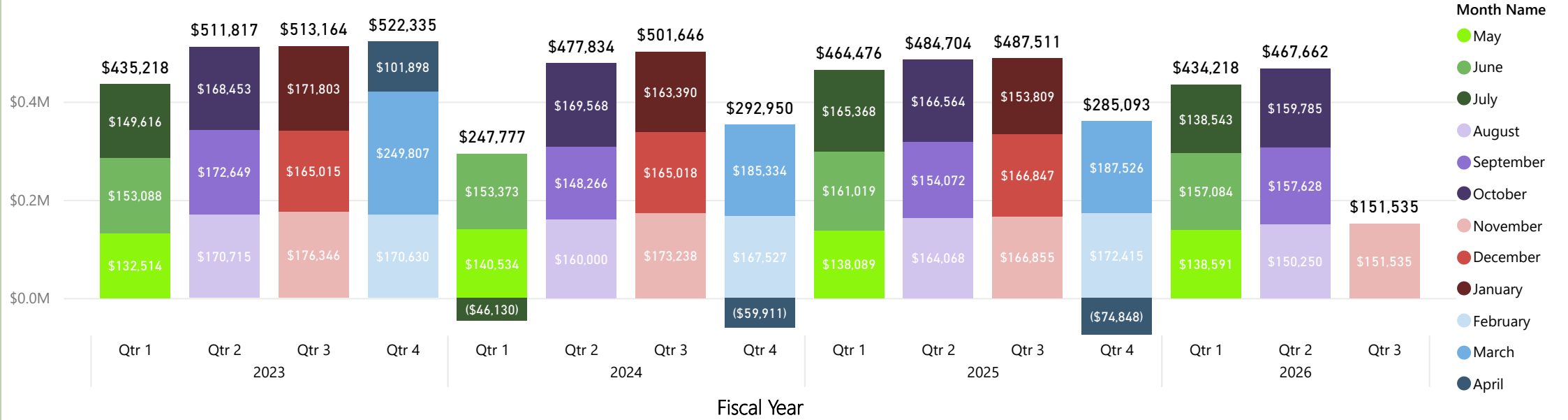
Building Permits Receipts by Month



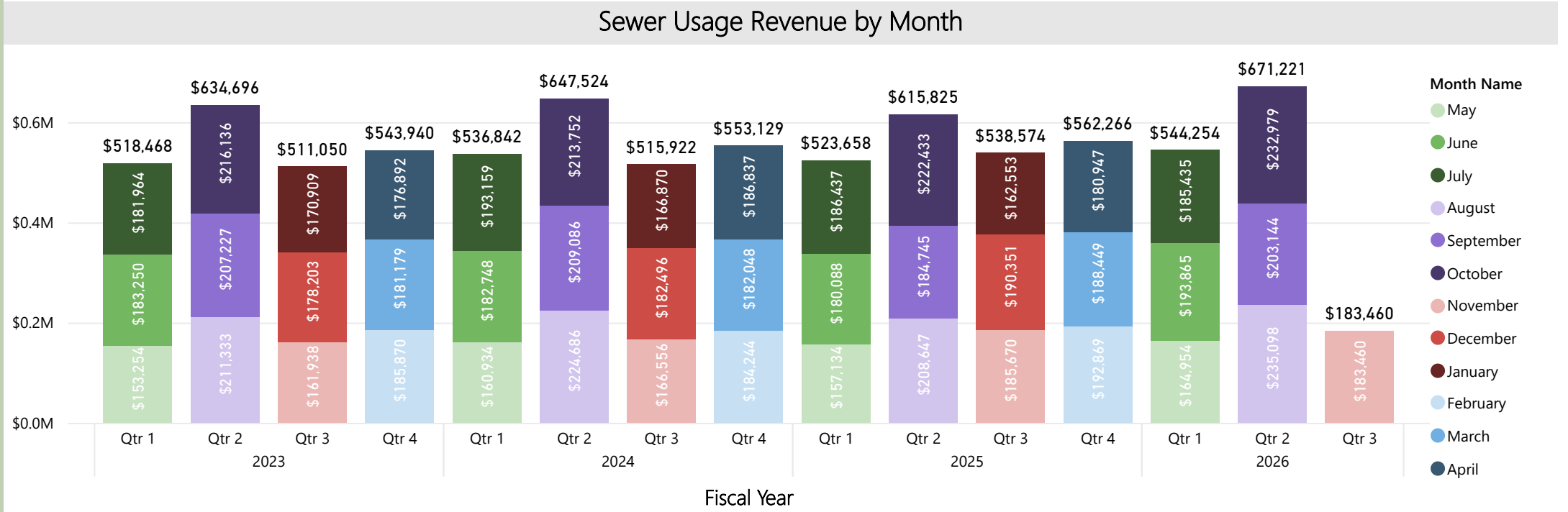
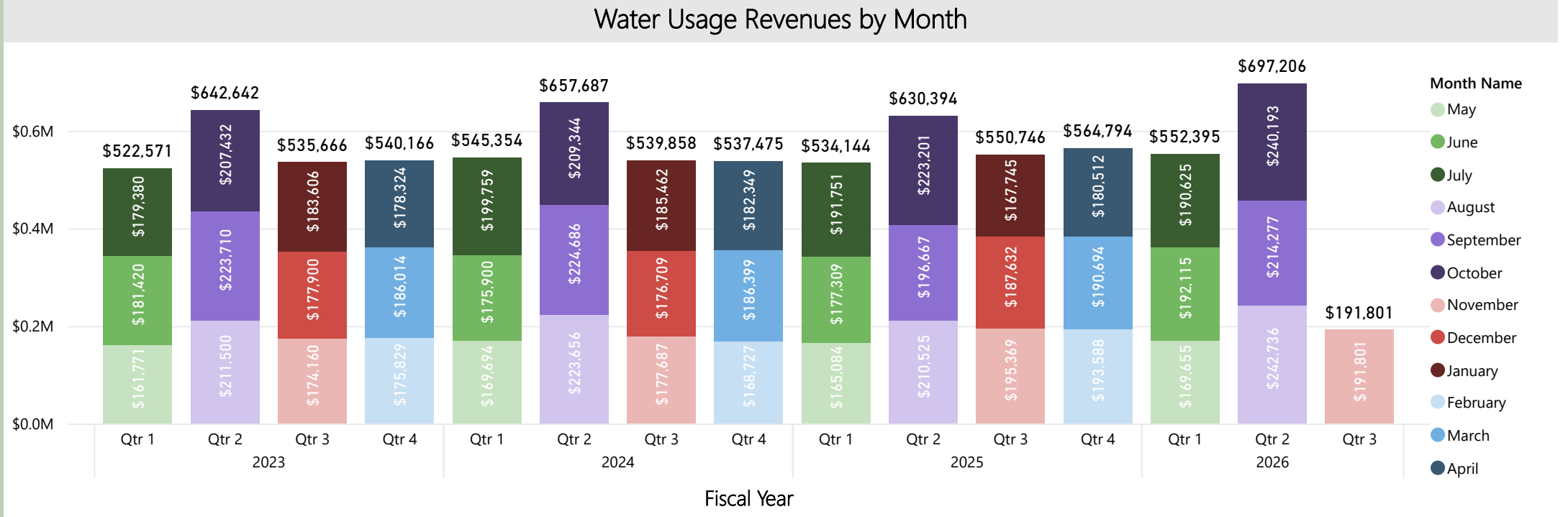
Simplified Municipal Tax Receipts by Month



Sales Tax Receipts by Month



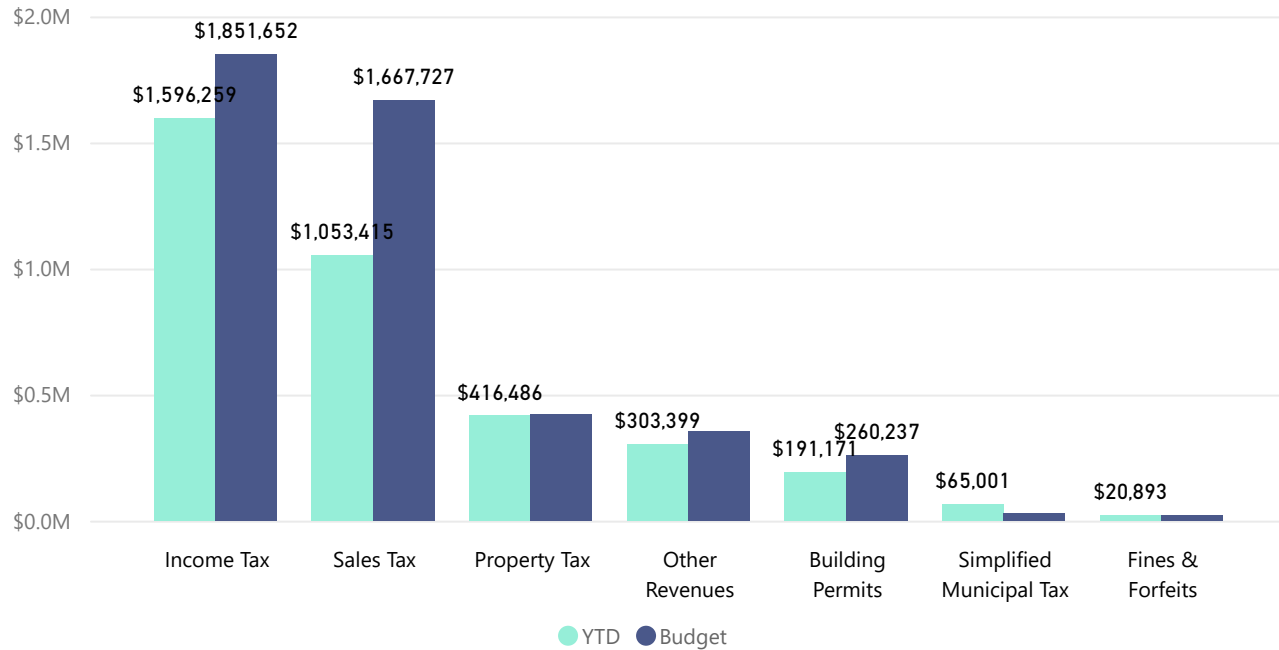
Water/ Sewer Revenues by Month



General Fund Historical Revenues

FY	Month Name	Property Tax	Sales Tax	Income Tax	Fines & Forfeits	Building Permits	Simplified Municipal Tax	Other Revenues
2026	May	\$31,000	\$138,591	\$452,580	\$1,885	\$41,800	\$8,942	\$37,447
2026	June	\$230,197	\$157,084	\$158,453	\$2,572	\$27,655	\$9,240	\$32,397
2026	July	\$6,173	\$138,543	\$264,321	\$3,240	\$28,408	\$8,916	\$33,538
2026	August	(\$42,808)	\$150,250	\$152,118	\$3,573	\$19,893	\$9,135	\$66,163
2026	September	\$144,492	\$157,628	\$130,089	\$1,770	\$24,299	\$11,292	\$32,066
2026	October	\$36,529	\$159,785	\$278,062	\$6,103	\$22,412	\$8,635	\$35,490
2026	November	\$10,902	\$151,535	\$160,636	\$1,750	\$26,704	\$8,841	\$66,296

Actual Fiscal Year 26 Revenue Compared to Budget

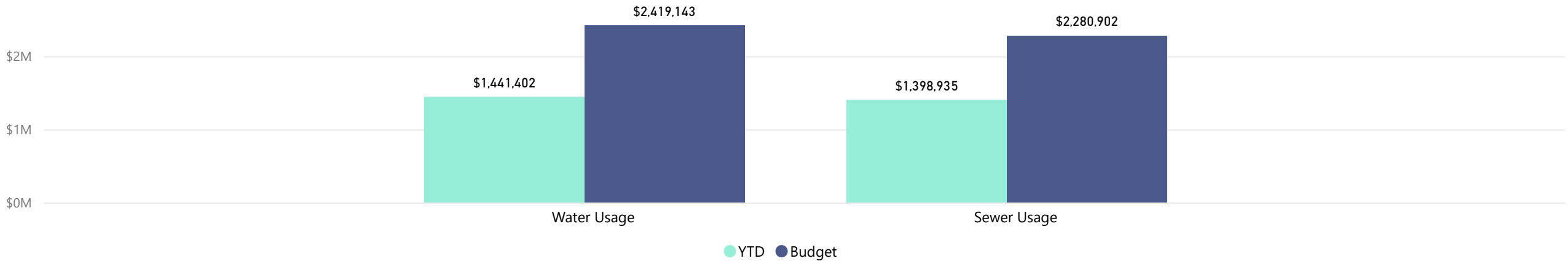


Revenues	YTD	Budget	% of Budget
Building Permits	\$191,171	\$260,237	73.46 %
Fines & Forfeits	\$20,893	\$21,862	95.57 %
Income Tax	\$1,596,259	\$1,851,652	86.21 %
Other Revenues	\$303,399	\$354,951	85.48 %
Property Tax	\$416,486	\$422,430	98.59 %
Sales Tax	\$1,053,415	\$1,667,727	63.16 %
Simplified Municipal Tax	\$65,001	\$30,304	214.50 %

Water/ Sewer fund Historical Revenues

FY	Month Name	Water Usage	Sewer Usage
2026	May	\$169,655	\$164,954
2026	June	\$192,115	\$193,865
2026	July	\$190,625	\$185,435
2026	August	\$242,736	\$235,098
2026	September	\$214,277	\$203,144
2026	October	\$240,193	\$232,979
2026	November	\$191,801	\$183,460

Actual Fiscal Year 26 Revenue Compared to Budget



Revenues	YTD	Budget	% of Budget
Sewer Usage	\$1,398,935	\$2,280,902	61 %
Water Usage	\$1,441,402	\$2,419,143	60 %





Village of Lindenhurst
Memorandum

Date: December 5, 2025

To: Mayor Marturano and the Village Board of Trustees

From: Clay T. Johnson, Village Administrator

RE: Village Board Meeting Agenda Transmittal for December 8, 2025

New Business

A. Ordinance 25-12-2329: Establishing the 2025 Property Tax Levy

The Village Board held its annual property tax levy determination discussion on November 10th, and evaluated the estimated revenues and expenses for the next fiscal year. A focus of that discussion was not only on the usual changes to Police Pension contribution and other various expenses, but the future staffing needs of the organization. To the first point, the Village's recommended contribution to the Police Pension increased by \$64,286 when compared to the previous year. The increase is a result of the likely increase in future benefit payments for new officers added into the fund and meeting the obligations of the Village's unfunded liability. The total amount of police pension contribution for next year's budget will be \$735,489. As it pertains to staffing, the Village Board began to consider impacts to the budget for backfilling positions, reorganizing roles, and hiring to maintain current service levels especially as impending retirements loom large.

In a continuation of a policy established last year, the Retirement Fund, which funds the expenses related to non-public safety employer (IMRF) pension contributions, will observe a planned drawdown fund balance reducing estimated revenues needed for next year. The planned drawdown will divert around \$20,000-\$25,000 to other portions of the levy.

Citing our future staffing needs, increased inflationary costs, and a growing portion of our levy dedicated to police pension obligations, the Finance Committee unanimously recommended an increase to the property tax levy of 2.9%, accepting the full PTELL consumer price index (CPI) inflationary adjustment. This action was further confirmed by the Village Board during the November 10th meeting. Such an adjustment would account for an increase of \$67,042 when compared to the previous year's levy. There was also a historic look at the Village's past levy adjustments to understand what an increase this year means when compared to those previous.



Village of Lindenhurst
Memorandum

Property Tax Year	Inflationary Adjustment
2024	0%
2023	3%
2022	0%
2021	1.4%
2020	0%
2019	0%
AVERAGE	.73%

If added to the above chart of previous inflationary adjustments made to the property tax levy, this year’s increase would raise the seven-year average to 1.04%. For comparison purposes, according to the U.S. Bureau of Labor Statistics, inflation has increased from December 2019 to September 2025 by 26.39% or 4.16% per year.

ESTIMATED 2025 TAX LEVY SCENARIO

	<u>2024 Actual Levy</u>	<u>2.9% CPI, New Property Added</u>	<u>Change from Previous Levy</u>
Corporate Fund	387,430	358,231	-29,199
IMRF	66,018	89,266	+23,248
Police Pension	671,203	735,489	+64,286
Social Security	73,254	87,834	+14,580
Insurance	154,820	149,089	-5,731
Recapture*	5,805	TBD	TBD



Village of Lindenhurst Memorandum

Total#	1,358,530	1,419,910	+61,380
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*Included outside of the levy by Lake County to recover costs for property tax assessment reduction per state law. This inclusion into the levy outside of tax caps. The Recapture total is calculated into the total levy adopted in 2024, which causes the differential to be less than what was mentioned in the body of the memorandum above.

#Levy amounts are truncated which may cause final levy to vary slightly.

Levy Year 2024, Pay Year 2025 Tax Rate = .286433

2.9% CPI Property Tax Levy Increase, with New Property Added

Total EAV: \$522,604,139

Total 2025 Levy Amount: \$1,419,910

Levy Change from Previous Year: \$67,042 (4.9% Increase)

Estimated Property Tax Rate: .271699 (5.1% Decrease, not including recapture)

Estimated Village of Lindenhurst Tax on a \$250k home: \$226.42 (3.8% Decrease)

The Village did experience an increase in our overall estimated Equalized Assessed Valuation (EAV) over the previous year of approximately 10%. Lindenhurst's estimated EAV for tax year 2025 is \$522,604,139. This amount includes over \$10.23M in new construction which is, by far, the largest new construction valuation the Village has received in over a decade. By comparison, recent annual new construction amounts have totaled around \$2M. Because the EAV grew considerably from the prior year, the proposed tax levy will still create a reduction in the Village's tax rate from .286433 in Tax Year 2024 to .271699 in Tax Year 2025.

B. Approval: Design Services Agreement – Gewalt Hamilton Associates – \$29,930

Fiscal Year 2026 is slated to be the Village's next major resurfacing year, following our current schedule. To assist in the preparation of bid documents, the Village has utilized the services of a professional engineering firm, Gewalt Hamilton. Authorizing the design services agreement with Gewalt Hamilton will permit them to begin design work on our program, but we will not be billed until FY 2026. The cost of these professional services is quoted by GHA to be \$29,930. This amount is under what is anticipated within our Capital Improvement Program at \$30,000. Based on the Public Works Superintendent's estimates, the Village anticipates addressing over 3 miles worth of roadway next fiscal year.



Village of Lindenhurst
Memorandum

C. Approval: Village Board and Commission Regular Public Meeting Dates

By statute, the Village Board must publish the regular meeting dates of the Village Board and all other boards and commissions before the beginning of the new calendar year. The enclosed schedule follows the regular schedule for the boards and commissions as prescribed by ordinance. Special meetings can always be called with 48 hours' notice, in accordance with the Open Meetings Act.

D. Discussion: Employee Recognition Background and Future Approach

Back in August all of our employees were asked to participate in a survey which assessed their perceptions about various aspects of our organization. Originally developed by the National Institute of Standards and Technology, the survey is used by many organizations who wish to participate in the Baldrige Performance Excellence Program. The survey indicates concepts like how employees understood the vision/mission, their perceptions of leadership, their feeling of safety while on the job, and so on. For our purposes, respondents were split into two groups, but provided the same set of questions. Group 1 included those employees who had supervisory responsibilities and Group 2 were employees who did not have supervisory responsibility.

The questionnaire was drafted into a Survey Monkey web-based instrument and emailed to all employees on July 7th and made available through July 25th. Participation across departments varied. Public Works employees all responded; Administration and Police had 86% and 75% participation, respectfully. The results of the survey are included in your packet and broken down between the two groups. The survey titled "Are We Making Progress as Leaders?" was taken by Group 1 and Group 2 took "Are We Making Progress?" Our leadership team took a look at each set of scores and tried to identify any responses which we concerning or otherwise illuminating.

Taking our analysis a step further, we developed a differential score calculation which is intended to identify where the two groups were most/least aligned. If you looked only at one set of response data, you're only gaining an understanding of how employees or supervisors collectively look at an issue. So, one group may identify something as a problem and another group could the same issue from an entirely different perspective.



Village of Lindenhurst Memorandum

How did we come up with the differential score? This comparison subtracts the average score for the same question from each survey and comes up with a numerical difference – subtracting the Group 1 average from Group 2. A score of zero would mean that staff's opinion matches that of the supervisors. A score of 0 doesn't necessarily mean that we're doing well/poorly, it just means that we're aligned on our opinion of a particular question. Scores will be highlighted in yellow as they approach zero. A score above zero means that the employee's opinions are more favorable on a particular question than leaderships. Positive scores are green and become more intense as they move away from zero. By contrast, a negative score means that leadership feels more favorable than employees. Those scores are red and become more so as they move deeper into negative figures.

As an example, Question #1 on our survey (Question #2 on employees') was "Our workforce knows our organizations mission (what it wants to accomplish)." Employee's average score on this question was a 4.11 (overall positive) and leadership's was a 4.17 for a differential of -0.06. Because those scores are so tightly aligned (near zero) that number comes to a pretty strong yellow. The next question has a differential of 0.22, which begins to highlight in a yellow-green.

Our staff team spent a considerable amount of time pouring over the results of this study, trying to interpret meaning from the responses. We have spent meetings deciphering what the results mean and how to best address areas that may be identified as weaknesses, or at least opportunities for greater alignment between the supervisors and subordinates as we move forward.

I want to convey publicly what was said numerous times at our internal staff meetings. I don't believe the takeaway from this exercise is that the "problems" identified by the questionnaire are numerous and egregious. I do, however, think there are things we can collectively attempt as leaders to improve the morale and cohesion of the organization and push us toward our unified vision.

Even though the employee survey questionnaire was organized into its own categories, our review took a look at some broader themes we believed that better captured the substandard portions of the results. The themes identified from the results were as follows:



Village of Lindenhurst
Memorandum

- Continuous Improvement
- Training/Safety
- Coaching and Recognition
- Communication
- Understanding the purpose of the big picture (mission and vision) and how their work advances it

If we intend to enhance organizational culture and morale while also increasing cohesion between our employees and our village objectives, I believe it is important to demonstrate our seriousness in addressing these issues and do so directly. Based on the conversations we've previously shared as a staff, I suggest the four, overarching concepts meant to address the aforementioned areas of improvement:

1. Process Improvement
2. Individual Growth
3. Organizational Advancement
4. Commitment to Culture

As a means to make these concepts snappier and more memorable, they can be distilled down to a focus on The Four P's – Process, People, Progress, and Purpose.

Each of the four concepts contain initiatives and deliverables that work to reinforce the greater themes and address the identified deficiencies from the survey. A portion of the deliverables that may assist in better aligning sentiment amongst supervisors and other employees are discussed below.

1. Process Improvement (Process)
 - a. Resurrect the Safety Committee – 1) Look to better formalize and enhance employee training as a cross-functional team. 2) Review and revise the Village's Safety Manual, 3) Promote activities that may help the employee experience (physical/mental wellness)
 - b. Explore Process Improvement Committees – This could be smaller departmental committees who identify procedures or practices that are inefficient, overly labor intensive, or outdated. These committees can be formed formally or informally by Department Heads.
2. Individual Growth (People)



Village of Lindenhurst
Memorandum

- a. Improve the Employee Recognition Structure – Reviewing the items offered to employees upon reaching certain work anniversaries. The Employee Engagement Committee is already exploring this. (Formal recognition)
 - b. Find more opportunities to recognize the everyday work of employees. This can be completed by Department Heads in informal settings. This could also be completed in organization-wide communications like Paylocity, newsletter, or email.
 - c. Improve the Village’s coaching program. Work on skills assessment and tailor training to meet future needs of the department/organization.
 - d. Evaluations should reflect organizational goals, values, and individual growth.
 - e. Leadership book club?
3. Organizational Advancement (Progress)
 - a. More communication and education on how everyday work advances the cause of the Village and meets the demands of the strategic plan.
 - b. Work to involve greater feedback on departmental/organizational decisions
 - c. Resurrect the internal employee newsletter to promote big picture education and recognize employee efforts.
 - d. Continue measuring employee sentiment through an annual survey
 4. Commitment to Culture (Purpose)
 - a. Find ways to promote the public service motivation – Using the Village as a bigger force for good (encourage giving back to charities, ERIN Program, collaboration with school districts, park districts, and library)
 - b. Explore opportunities to seek employee feedback in operational decisions

On Monday, I hope to present and discuss with the Village Board some of the approaches our leadership has considered as a means to carry out the concepts mentioned above. Hearing the Village Board’s feedback on our areas of improvement and how we intend to address the weaknesses and opportunities identified by our survey responses, would help solidify our approach and serve as a catalyst for presenting these ideas to all employees.



December 8, 2025

Village Board Meeting Agenda Item Cover Sheet

Agenda Item: A. Ordinance 25-12-2329: Establishing the 2025 Property Tax Levy

Alignment with Strategic Plan:

- C** Community Branding & Engagement
- G** Responsible Growth & Development
- F** Future Ready Operations
- I** Capital Infrastructure Planning & Improvements
- B** Business Recruitment & Retention
- U** Operational/Unaffiliated

Budgetary Impact: Levy increase of \$67,042 in FY 26, 5.1% Decrease in Tax Rate

Within Budget: Yes No

Suggested Motion: **Adopt Ordinance 25-12-2329 establishing the 2025 Property Tax Levy.**

Voting Record:

- Trustee Chybowski
- Trustee Dickson
- Trustee Dunham
- Trustee Grace

- Trustee Rosten
- Trustee Suchy
- Mayor Marturano

ORDINANCE # 25-12-2329

AN ORDINANCE PROVIDING FOR THE LEVY OF TAXES FOR THE VILLAGE OF LINDENHURST, IN THE COUNTY OF LAKE, STATE OF ILLINOIS, FOR THE FISCAL YEAR BEGINNING MAY 1, 2026 AND ENDING APRIL 30, 2027

Be it Ordained by the President and Board of Trustees of the Village of Lindenhurst, in the County of Lake, State of Illinois, as follows:

SECTION I: The following sums or so much thereof as shall be authorized by law, as heretofore appropriated for corporate purposes to be collected from the taxes to be levied for the fiscal year beginning May 1, 2026 and ending April 30, 2027, and the same are hereby levied upon all property subject to taxation within the Village of Lindenhurst, County of Lake, State of Illinois, as the same is assessed and equalized for State and County purposes of the said current year

SECTION II: That the purpose for which said amount were hereto appropriated and are now hereby levied are respectively as follows:

ESTIMATED BUDGET	TO BE PAID BY SOURCES OTHER THAN TAXATION	AMOUNTS PAID BY TAXATION
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ARTICLE I - GENERAL GOVERNMENT

Section 1 - For General Administration

Office Salaries	248,669
Office Overtime	258
Officials Salaries	39,800
Hospitalization	54,677
Contractual Services	41,674
Equipment Maintenance	258
Mosquito Control	515
Lake Management	55,826
Legal Expenses	43,775
Animal Control Service	412
Employee Wellness Program	1,030
Postage	3,605
Telephone	-
Newsletter	1,030
Printing & Publication	1,545
Membership Fees	12,592

Tax Levy Ordinance

	ESTIMATED BUDGET	TO BE PAID BY SOURCES OTHER THAN TAXATION	AMOUNTS PAID BY TAXATION
Training & Conference	8,755		
Operating Supplies	3,296		
Equipment	1,906		
Community & Economic Development	1,442		
Community Activity	7,159		
Contingencies	7,725		
IMRF	180,793		89,266
Social Security	173,406		87,834
Liability Insurance	273,027		149,089
*(Corporate Tax Fund as may be Adjusted by the Extension Office per Tax Cap or 5% limitation)			358,232
SUBTOTAL	\$ 1,163,175	\$ 478,754	\$ 684,421
 Section 2 - Construction, Maintenance, and Repair of Public Buildings and Grounds			
Contractual Services	15,965		
Repairs and Maintenance	22,783		
Operating Supplies	500		
Contingency	1,000		
SUBTOTAL	\$ 40,248	\$ 40,248	\$ 0
 Section 3 - Engineering/Building Department			
Salaries	61,360		
Hospitalization	14,441		
Contractual Services	114,050		
Contingency	2,000		
SUBTOTAL	\$ 191,851	\$ 191,851	\$ 0

ESTIMATED BUDGET	TO BE PAID BY SOURCES OTHER THAN TAXATION	AMOUNTS PAID BY TAXATION
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Section 4 - Police Department

Salaries	1,944,998		
Overtime	50,985		
Hospitalization	436,389		
Uniforms	20,806		
Contractual Services	105,412		
Building & Ground Maintenance	23,675		
Equipment Maintenance	7,983		
Legal Expense	51,500		
Postage	258		
Telephone	7,498		
Printing & Publications	3,595		
Dispatching	120,949		
STARCOM Radio Operation	17,337		
Membership & Programs	7,967		
Training & Conferences	9,837		
Employee Wellness Program	7,828		
New Officer Expenditures	10,716		
Operating Supplies	15,126		
Gas & Oil	45,320		
Equipment	12,685		
NE Illinois Regional Crime Lab	25,497		
Board of Fire/Police	5,948		
Squad Car Replacement	83,500		
Contingency	3,000		
Police Pension	735,489		735,489

SUBTOTAL

\$	3,754,298	\$	3,018,809	\$	735,489
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Section 5 - Maintenance and Improvements of
Village Streets and Appurtenances

Salaries	403,693
Part-time Seasonal Summer	15,162
Overtime	21,000
Part-time Winter Personnel	14,997
Hospitalization	117,992
Uniforms	5,547
Contractual Services	268,130

	ESTIMATED BUDGET	TO BE PAID BY SOURCES OTHER THAN TAXATION	AMOUNTS PAID BY TAXATION
Snow Plow Parts and Supplies	12,875		
Vehicle & Equipment Supplies	6,180		
Tree Replacement Program	5,253		
Telephone	-		
Safety Supplies & Services	3,183		
Training & Conference	3,914		
Street Lighting	136,836		
Garbage Disposal	3,090		
Fuel	24,782		
Equipment	2,287		
Equipment Rental	1,545		
Substance Compliance Testing	536		
Gravel - Shoulder Restore	15,306		
Operating Supplies	10,815		
Tools	7,828		
Street Signs	15,038		
Fleet Replacement	83,500		
Contingency	3,000		
SUBTOTAL	\$ 1,182,489	\$ 1,182,489	\$ 0
GRAND TOTAL FOR GENERAL GOVERNMENT	\$ 6,332,061	\$ 4,912,151	\$ 1,419,910

	ESTIMATED BUDGET	TO BE PAID BY SOURCES OTHER THAN TAXATION	AMOUNTS PAID BY TAXATION
ARTICLE II - SPECIAL TAX LEVIES			
Section 1 - Illinois Municipal Retirement Fund Tax Total	180,793	91,527	89,266
Section 2 - Social Security Fund Tax Total	174,809	86,975	87,834
Section 3 - Police Pension Fund Tax Total	735,489	-	735,489
Section 4 - Liability Insurance Fund Tax Total	244,521	95,432	149,089
	<hr/>		
TOTAL SPECIAL TAX LEVIES	\$ 1,335,612	\$ 273,934	\$ 1,061,678

SECTION III: That the expended balance of any item or items levied in and by this Ordinance may be guaranteed in making up any deficiency in any items under the same general appropriation and levy for the same general purpose.

SECTION IV: That the following is a summary of the taxes herein above levied:

Corporate Fund	358,232	*
Illinois Municipal Ret. Fund Tax	89,266	
Social Security	87,834	
Police Pension Fund Tax	735,489	
Liability Insurance Fund Tax	149,089	
	<hr/>	
TOTAL	\$ 1,419,910	

* Refer to page 2 - Corporate Tax Fund

SECTION V: That the Village Clerk of the Village of Lindenhurst, Illinois is hereby directed to file a certified copy of this Ordinance with the County Clerk of Lake County, Illinois as requested by law.

SECTION VI: All Ordinances or parts of Ordinances in conflict herewith are hereby repealed.

SECTION VII: This Ordinance shall be in full force and effect from and after its passage and approval as provided by law.

ATTEST:

DOMINIC MARTURANO, President
Village of Lindenhurst

MELISSA FORSBERG
Village Clerk

TRUSTEES:

Aye

Nay

Patty Chybowski
Patrick Dickson
Patrick Dunham
Ronald Grace
Heath Rosten
Dawn Suchy



December 8, 2025

Village Board Meeting Agenda Item Cover Sheet

Agenda Item: B. Approval: Design Services Agreement – Gewalt Hamilton –
\$29,930

Alignment with Strategic Plan:

- C** Community Branding & Engagement
- G** Responsible Growth & Development
- F** Future Ready Operations
- I** Capital Infrastructure Planning & Improvements
- B** Business Recruitment & Retention
- U** Operational/Unaffiliated

Budgetary Impact: Part of CIP in FY 2026

Within Budget: Yes No

Suggested Motion: **Approve a design services agreement for the 2026 Pavement Rehabilitation Program with Gewalt Hamilton Associates in an amount not to exceed \$29,930.**

Voting Record:

- | | | | |
|--------------------------|-------------------|--------------------------|-----------------|
| <input type="checkbox"/> | Trustee Chybowski | <input type="checkbox"/> | Trustee Rosten |
| <input type="checkbox"/> | Trustee Dickson | <input type="checkbox"/> | Trustee Suchy |
| <input type="checkbox"/> | Trustee Dunham | <input type="checkbox"/> | Mayor Marturano |
| <input type="checkbox"/> | Trustee Grace | | |



Village of Lindenhurst
Memorandum

Date: December 5, 2025

To: Clay Johnson, Village Administrator

From: Charles Hernandez, Superintendent of Public Works

Re: FY 26/27 Roadway Improvement

Public Works is requesting to enter into a Design Engineering Service agreement with Gewalt Hamilton Associates, INC. for the design and letting of the FY 26/27 Road Improvements. The Village and Gewalt Hamilton have had a long relationship with the design, letting, and execution of the roadway improvements going back to the mid 90's and they have been a part of our aggressive roadway improvements for the past eight years.

The scope of the service agreement will cover the following:

- Project Initiation, Coordination, and Data Collection
- Plans and Specifications
- Final Document Preparation
- Project Management and Design Meetings

For the FY 26/27, we are proposing 16 roads with 3 alternates. This work will cover approximately 15,930 feet or 3.02 miles. The work will be a combination of mill-and-overlay and full depth construction. The proposed streets are:

Autumn Circle	Carmen Court	Merganser Court
Hastings Place	Foxtail Lane	Franklin Lane
Clover Court	Bridlepath Drive (FG)	*Franklin Court
Summit Court	Hazelwood Drive	*Delaware Lane
Evergreen Court	Jasmine Circle	*Providence Lane
Skyline Circle	Liberty Lane	
Vista Terrace	Madison Lane	

With your permission, we would like to enter into the service agreement for the above-mentioned services in the amount not to exceed \$29,930.

November 21, 2025

Mr. Clay Johnson
Village Administrator
Village of Lindenhurst
2301 E. Sand Lake Road
Lindenhurst, IL 60046

Re: Design Engineering Services Agreement
2026 Roadway Design Improvements
Lindenhurst, Illinois
GHA Proposal No. 2025.M063

Dear Mr. Johnson:

On behalf of Gewalt Hamilton Associates, Inc. (GHA), we thank you for the opportunity to submit this proposal to assist the Village with implementation of another portion of their Roadway Improvement program. Members of our staff have enjoyed long-term professional relationships with the Village and have assisted in the completion of similar roadway improvement projects throughout the area. This prior experience provides us unique insight and an ability to use this historical knowledge to the Village's advantage.

We trust that our proposal will meet with your favorable review. We look forward to further discussing your project and ideas for implementation with you and your staff in greater detail.

Sincerely,
Gewalt Hamilton Associates, Inc.



John R. Briggs, P.E.

Senior Engineer

jbriggs@gha-engineers.com

Encl.: GHA Proposal No. 2025.M063

Design Engineering Services Agreement
2026 Roadway Improvements
Lindenhurst, Illinois
GHA Proposal No. 2025.063

Village of Lindenhurst (Client), 2301 E. Sand Lake Road, Lindenhurst, Illinois, 60046, and Gewalt Hamilton Associates, Inc. (GHA), 625 Forest Edge Drive, Vernon Hills, IL 60061, agree and contract as follows:

I. Project Understanding

The Village of Lindenhurst plans to upgrade its roadway infrastructure by improving portions of the system located along various routes within the Village. The current effort will focus on the rehabilitation / repaving of approximately 15,930 FT of roadway in the Village (see attached *List of Streets*). Planned work generally includes curb and gutter repairs/replacement, general roadway base patching, milling, underdrain installation, structure adjustments, sidewalk repairs/replacement, driveway replacements, roadway paving, and site restoration. The existing pavement sections are generally assumed to consist of aggregate base course with asphalt overlays of various thicknesses throughout the project limits.

The design approach for this work will be similar to that of previous efforts undertaken by the Village in this area. Throughout the limits of the project, the roadway system will be visually assessed and tabulated for repairs. As construction will not require extensive re-grading for pavement reconstruction activities, the creation of full design plans would prove to be an unnecessary expense. Minimal Design Layout Plans, in a format typically submitted to IDOT on previous projects, will be created and included in the contract documents. Unit items necessary for construction will be generated and included in a specification booklet bid document.

Completed bidding documentation will be submitted to the Village and IDOT Local Roads for review and comment. We anticipate following IDOT Contractor Bulletin advertisement and local bid opening processes, which will be handled by GHA.

The following project approach is based on our discussions with the Client and our experience with similar projects in this neighborhood. As such, GHA proposes to provide Civil Engineering Design Services to include the following:

II. Base Scope of Services

A. Project Initiation, Coordination, and Data Collection

Coordination with Village Staff and stakeholders to discuss specific areas of concern will be key to implementing a successful project. The following tasks are anticipated during this phase of the project:

1. Representatives from GHA will attend a kick-off meeting with Village staff prior to commencing field data collection services.
2. GHA will collect and review all available data provided by the Village and others, for possible inclusion into the current design effort.
3. GHA staff will visually assess and quantify the anticipated repairs for the roadway work within the planned project limits in order to create the necessary construction documents.

B. Plans and Specifications

1. Following our review and repair assessments, GHA will begin the development of the preliminary contract documents and project specifications. Typical cross sections, details, and base design layout plans will be created as we deem necessary to provide the contractor with sufficient information for bidding. We will prepare the necessary documents utilizing our standard IDOT Motor Fuel Tax (MFT) format, and submit to the Village for review.
2. As part of this work, a preliminary Engineer's Opinion of Probable Cost will be prepared to assist in the final design decisions.

C. Final Document Preparation

1. Upon receipt of Village review comments, the final contract specifications will be prepared for all work items in accordance with IDOT Standard Specifications for Road and Bridge Construction, as well as the Village's requirements.
2. Based on the final contract documents and project specifications, GHA will develop a final Engineer's Opinion of Probable Cost utilizing the estimated quantities, our internal database of unit rates from similar projects, market conditions, and other factors. This will be submitted to the Village for review.

D. Project Management and Design Meetings

1. Representatives from GHA will attend progress meetings with Village staff at the 80% and the 100% completion submittals.
2. When the project has been approved by the Village and IDOT Local Roads, it will be advertised in the IDOT Contractor bulletin. GHA will prepare and distribute contract documents from our office and will manage and respond to all technical inquiries regarding the project. A GHA representative will attend the public bid opening and will provide assistance to the Village.
3. GHA will tabulate the bids and summarize the information for a preliminary verbal response within 24 hours, notifying the Village of the lowest responsible bidder.
4. As necessary, we will confirm contractor references and evaluate any bidding discrepancies. A written recommendation will then be prepared and submitted for approval by the Village Board.
5. Material Testing Services – GHA will retain the services of a qualified geotechnical engineering firm. Our fee includes an allowance for pavement cores.

III. Compensation for Services

GHA proposes to provide the above services on a time-and-materials (T&M) basis for a not-to-exceed (NTE) fee of **\$29,930.00**¹. Reimbursable expenses, including items such as printing, messenger service, mileage, etc., are included in this fee and will be billed to the Client without markup.

All services, including any additional services requested and authorized by the Village, will be billed in accordance with the hourly rates currently on file with the Village.

¹ Our fee includes an allowance for pavement coring services. The Village will be billed for actual testing required and completed.

IV. Notes, Clarifications and Assumptions

1. Meetings beyond those specified in *II. Scope of Services* are not included and will be billed on a time-and-materials (T&M) basis as an additional service.
2. Environmental assessments, wetland delineations or permitting are not included.
3. Construction specifications will reference the "Standard Specifications for Road and Bridge Construction", latest edition, adopted by the Illinois Department of Transportation.
4. All work will be performed on a time-and-materials (T&M) basis, in accordance with the total estimated fees as detailed above.
5. Our estimated fees assume that all street improvements will be designed in 2026 under a single engineering contract. An increase or reduction to the scope of the project may require adjustments to our fees.
6. Design Layout Plans to be generated as part of the work will be plan view only and of 11"x17" size. No survey/topo work is proposed for the generating of design plans layout plans.
7. The Client will be responsible for all bid advertising costs (none anticipated).
8. No construction layout or construction engineering services are included.
9. No Clean Construction and Demolition Debris (CCDD) investigations will be conducted.
10. Project as proposed is anticipating utilizing Motor Fuel Tax (MFT) revenues for construction.

V. General Conditions of this Agreement

The delineated services provided by Gewalt Hamilton Associates, Inc., (GHA) under this Agreement will be performed as reasonably required in accordance with the generally accepted standards for civil engineering and surveying services as reflected in the contract for this project at the time when and the place where the services are performed.

Nothing contained in this Agreement shall create a contractual relationship with or a cause of action in favor of a third party against either the Client or GHA. GHA's services under this Agreement are being performed solely for the Client's benefit, and no other party or entity shall have any claim against GHA because of this Agreement or the performance or nonperformance of services hereunder. In no event shall GHA be liable for any loss of profit or any consequential damages.

GHA, Inc. shall not have control of and shall not be responsible for construction means, methods, techniques, sequences or procedures, or for job site safety measures. Such control is the sole responsibility of the Client's contractor.


The Client and GHA agree that all disputes between them arising out of or relating to this Agreement or the Project shall be submitted to nonbinding mediation in Chicago, Illinois unless the parties mutually agree otherwise.

This Agreement, including all subparts and Attachment A, which is attached hereto and incorporated herein as the General Provisions of this Professional Services Agreement, constitute the entire integrated agreement between the parties which may not be modified without all parties consenting thereto in writing.

By signing below you indicate your acceptance of this Agreement in its entirety.

Gewalt Hamilton Associates, Inc.

Village of Lindenhurst



John R. Briggs, P.E.
Senior Engineer

Name: _____
Title: _____
Date: _____

Encl.: List of Streets
Attachment A

LIST OF STREETS

Name	Limits	Approximate Length
AUTUMN CIRCLE	N HASTINGS PLACE TO CUL-DE-SAC	600 FT
HASTINGS PLACE	N AUTUMN CIRCLE TO CUL-DE-SAC	545 FT
CLOVER COURT	N AUBURN LANE TO CUL-DE-SAC	430 FT
SUMMIT COURT	N AUBURN LANE TO CUL-DE-SAC	275 FT
EVERGREEN COURT	N AUBURN LANE TO CUL-DE-SAC	690 FT
SKYLINE CIRCLE	N AUBURN LANE TO CUL-DE-SAC	500 FT
VISTA TERRACE	N AUBURN LANE TO CUL-DE-SAC	550 FT
CARMEN COURT	S BECK ROAD TO CUL-DE-SAC	445 FT
FOXTAIL LANE	COUNTRY PLACE TO CREEKSIDE COURT	670 FT
BRIDLEPATH DRIVE	TRAILCREST LANE TO FARMINGTON DRIVE	1160 FT
HAZELWOOD DRIVE	ELMWOOD DRIVE TO MAPLEWOOD DRIVE	1845 FT
JASMINE CIRCLE	COUNTRY PLACE TO COUNTRY PLACE	1190 FT
LIBERTY LANE	HERITAGE DRIVE TO CUL-DE-SAC	1045 FT
MADISON LANE	LIBERTY LANE TO CUL-DE-SAC	1135 FT
MERGANSER COURT	BARNSWALLOW DRIVE TO CUL-DE-SAC	845 FT
FRANKLIN LANE	INDEPENDENCE BLVD TO INDEPENDENCE BLVD	965 FT
* FRANKLIN COURT	INDEPENDENCE BLVD TO CUL-DE-SAC	750 FT
* DELAWARE LANE	CUL-DE-SAC TO PROVIDENCE LANE	1500 FT
* PROVIDENCE LANE	INDEPENDENCE BLVD TO DELAWARE LANE	790 FT
Total		15,930 FT

* INDICATES STREET IS BID OPTIONAL BASED ON AVAILABLE REVENUES

**ATTACHMENT A TO GEWALT HAMILTON ASSOCIATES, INC.
PROFESSIONAL SERVICES AGREEMENT**

1. Standard of Care. The services provided by Gewalt Hamilton Associates, Inc., (GHA) under this Agreement will be reasonably performed consistent with the generally accepted standard of care for the Scope of Basic Services called for herein at the time when and the place where the services are provided. GHA will use reasonable care to comply with applicable codes and laws in effect at the time its services are provided.

2. Duration of Proposal. The terms of this Agreement are subject to renegotiation if not accepted within 60 calendar days of the date indicated on this Agreement. Requests for extension beyond 60 calendar days shall be made in writing prior to the expiration date. The fees and terms of this Agreement shall remain in full force and effect for one year from the date of acceptance of this Agreement, and shall be subject to revision at that time, or any time thereafter if GHA gives written notice to the other party at least 60 calendar days prior to the requested date of revision. In the event that the parties fail to agree on the new rates or other revisions, either party may terminate this Agreement as provided for herein.

3. Client Information. Client shall provide GHA with all project criteria and full information for its Scope of Basic Services. GHA may rely, without liability, on the accuracy and completeness of the information Client provides, including that of its other consultants, contractors and subcontractors, without independently verifying that information.

4. Payment. Payments are due within 30 calendar days after a statement is rendered. Statements not paid within 60 calendar days of the end of the calendar month when the statement is rendered will bear interest at the rate of one percent (1.0%) per month until paid. The provision for the payment of interest shall not be construed as authorization to pay late. Failure of the Client to make payments when due shall, in GHA's sole discretion, be cause for suspension of services without breach or termination of this agreement. Upon notification by GHA of suspension of services, Client shall pay in full all outstanding invoices within 7 calendar days. Client's failure to make such payment to GHA shall constitute a material breach of the Agreement and shall be cause for termination by GHA. GHA shall be entitled to reimbursement of all costs actually incurred by GHA in collecting overdue accounts under this Agreement, including, without limitations, attorney's fees and costs. GHA shall have no liability for any claims or damages arising from either suspension or termination of this Agreement due to Client's breach. The Client's obligation to pay for GHA's services is in no way dependent upon the Client's ability to obtain financing, rezoning, payment from a third party, approval of governmental or regulatory agencies or the Client's completion of the project.

5. Instruments of Service. The Client acknowledges GHA's plans and specifications, including field data, notes, calculations, and all documents or electronic data, are instruments of service. GHA shall retain ownership rights over all original documents and instruments of service. All instruments of service provided by GHA shall be reviewed by Client within 10 calendar days of receipt. Any deficiencies, errors, or omissions the Client discovers during this period will be reported to GHA and will be corrected as part of GHA's Basic Services. Failure to provide such notice shall constitute a waiver. The Client shall not reuse or make, or permit to be made, any modifications to the instruments of service without the prior written authorization of GHA. The Client waives all claims against GHA arising from any reuse or modification of the instruments of service not authorized by GHA. The Client agrees, to the fullest extent permitted by law, to defend and indemnify and hold GHA harmless from any liability, damage, or cost, including attorneys' fees, arising from the unauthorized reuse or modification of the instruments of service by any person or entity. The parties agree that if elements of the Scope of Basic Services identified in this Agreement are reduced and/or eliminated by Client, then Client waives, releases and holds GHA harmless from all claims and damages arising from those reduced and/or eliminated services. If GHA's Scope of Basic Services does not include construction administration phase services, Client assumes responsibility for interpretation of the instruments of service and construction observation, and waives all claims against GHA for any act, omission or event connected thereto. Unless included in GHA's Scope of Basic Services, GHA shall not be liable for coordination with of the services of Client's other design professionals.

6. Electronic Files. The Client acknowledges that differences may exist between the electronic files delivered and the printed instruments of service. In the event of a conflict between the signed / sealed printed instruments of service prepared by GHA and the electronic files, the signed / sealed instruments of service shall control. GHA's electronic files shall be prepared in the current software GHA uses and will follow GHA's standard formatting unless the Scope of Basic Services requires otherwise. Client accepts that GHA makes no warranty that its software will be compatible with other systems or software.

7. Applicable Codes. The Client acknowledges that applicable laws, codes and regulations may be subject to various, and possibly contradictory, interpretations. Client accepts that GHA does not warrant or guarantee that the Client's project will comply with interpretations of applicable laws, codes, and regulations as they may be interpreted to the project. Client agrees that GHA shall not be responsible for added project costs, delay damages, or schedule changes arising from unreasonable or unexpected interpretations of the laws, codes, or regulations applied to the project, nor for changes required by the permitting authorities due to changes in the law that became effective after completion of GHA's instruments of service. Client shall compensate GHA for additional fees required to revise the instruments of service to comply with such interpretations. Client shall also compensate GHA for additional fees required to revise the instruments of service if Client changes the project scope after GHA's completes its instruments of service.

8. Utilities and Soils. When the instruments of service include information pertaining to the location of underground utility facilities or soils, such information represents only the opinion of the engineer as to the possible locations. This information may be obtained from visible surface evidence, utility company records or soil borings performed by others, and is not represented to be the exact location or nature of these utilities or soils in the field. Client agrees that GHA may reasonably rely on the accuracy and completeness of information furnished by third parties respecting utilities, underground conditions and soils without performing any independent verification. Contractor is solely responsible for utility locations, their markings in the field and their placement on the plans based on information they provided. Client agrees GHA is not liable for damages resulting from utility conflicts, mistaken utility locates, unfavorable soils, and concealed or unforeseen conditions, including but not limited to added construction costs and/or project delays. If the Client wishes to obtain the services of a contractor to provide test holes and exact utility locations, GHA may incorporate that information into the design and reasonably rely upon it. If not included in the Scope of Basic Services, such work will be compensated as additional services.

9. Opinion of Probable Construction Costs. GHA's Scope of Basic Services may include the preparation of an opinion of probable construction costs. Client acknowledges that GHA has no control over the costs of labor, materials, or equipment, or over the contractor's methods of determining prices, or over competitive bidding or market conditions. Opinions of probable costs, shall be made on the basis of experience and qualifications applied to the project scope contemplated by this Agreement as well as information provided by Client (the accuracy and completeness of which GHA may rely upon), and represent GHA's reasonable judgment. Client accepts that GHA does not guarantee or warrant that proposals, bids, or the actual construction costs will not vary from opinions of probable cost prepared for the Client. GHA shall not be liable for cost differentials between the bid and/or actual costs and GHA's opinion of probable construction costs. Client agrees it shall employ an independent cost estimator if, based on its sole determination, it wants more certainty respecting construction costs,

10. Contractor's Work. Client agrees that GHA does not have control or charge of and is not responsible for construction means, methods, techniques, sequences or procedures, or for site or worker safety measures and programs including enforcement of Federal, State and local safety requirements, in connection with construction work performed by the Client or the Client's construction contractors. GHA is not responsible for the supervision and coordination of Client's construction contractors, subcontractors, materialmen, fabricators, erectors, operators, suppliers, or any of their employees, agents and representatives of such workers, or responsible for any machinery, construction equipment, or tools used and employed by contractors and subcontractors. GHA has no authority or right to stop the work. GHA may not direct or instruct the construction work in any regard. In no event shall GHA be liable for the acts or omissions of Client's construction contractors, subcontractors, materialmen, fabricators, erectors, operators or suppliers, or any persons or entities performing any of the work, or for failure of any of them to carry out their work as called for by the Construction Documents. The Client agrees that the Contractor is solely responsible for jobsite and worker safety and warrants that this intent shall be included in the Client's agreement with all prime contractors. The Client agrees that GHA and GHA's personnel and consultants (if any) shall be defended/indemnified by the Contractor for all claims asserted against GHA which arise out of the Contractor's or its subcontractors' negligence, errors or omissions in the performance of their work, and shall also be named as an additional insured on the Contractor's and subcontractors' general liability insurance policy. Client warrants that this intent shall be included in the Client's agreement with all prime contractors. If the responsible prime contractor's agreement fails to comply with the Client's intent then the Client agrees to assume the duty to defend and indemnify GHA for claims arising out of the Contractor's or subcontractors' negligence, errors or omissions in the performance of their work.

11. Contractor Submittals. Shop drawing and submittal reviews by GHA shall apply only to the items in the submissions that concern GHA's scope of Basic Services and only for the purpose of assessing if, upon successful incorporation in the project, they are generally consistent with the GHA's Instruments of Service. Client agrees that the Contractor is solely responsible for the submissions and for compliance with the Instruments of Service. Owner agrees that GHA's review and action in relation to the submissions does not constitute the provision of means, methods, techniques, sequencing or procedures of construction or extend to jobsite or worker safety. GHA's consideration of a component does not constitute acceptance of an assembled item.

12. Hazardous Materials. Client agrees that GHA has no responsibility or liability for any hazardous or toxic materials, contaminants or pollutants.

13. Record Drawings. If required by the Scope of Basic Services, record drawings will be prepared which may include unverified information compiled and furnished by others, the accuracy and completeness of which GHA may reasonably rely upon. Client accepts that GHA shall not verify the information provided to it and agrees GHA will not be responsible for any errors or omissions in the record drawings due to incorrect or incomplete information furnished by others to GHA.

14. Disputes. Client agrees to limit GHA's total aggregate liability to the Client for GHA's alleged acts, errors or omissions to \$50,000 or the amount of GHA's paid fees for its services on the project, whichever is greater. GHA's liability to Client shall be limited to twelve months from the last invoice submitted to Client by GHA, regardless of payment by Client. GHA makes no guarantees or warranties, either expressed or implied, including any warranty of habitability or fitness for a particular purpose. The parties agree to waive all claims against the other for any and all consequential damages, including attorneys' fees. The parties agree to waive against each other all rights and claims otherwise covered by property insurance, by builder's risk insurance or by all risk insurance, including but not limited to subrogation rights regardless of whether the claims arise during or post-construction and regardless of final payment to GHA.

All disputes arising out of or relating to this Agreement shall first be negotiated between the parties. If unresolved, the dispute shall be submitted to mediation as a condition precedent to litigation. Mediation shall take place in Chicago, Illinois unless the Client and GHA mutually agree otherwise. The fees and costs of the mediator shall be apportioned equally between the parties. If mediation is unsuccessful, litigation shall be the form of dispute resolution and shall be filed in the jurisdiction where the project was pending. The controlling law shall be the law of the jurisdiction where the project was located. Client agrees that all causes of action under this Agreement shall be deemed to have accrued and all statutory limitations periods shall commence no later than the date of GHA's services being substantially completed. Client agrees that any claim against GHA arising out of this Agreement shall be asserted only against the entity and not against GHA's owners, officers, directors, shareholders, or employees, none of whom shall bear any liability and may not be subject to any claim.

15. Miscellaneous. Either Client or GHA may terminate this Agreement without penalty at any time with or without cause by giving the other party ten (10) calendar days prior written notice. The Client shall, within thirty (30) calendar days of termination pay GHA for all services rendered and all costs incurred up to the date of termination in accordance with compensation provisions of this Agreement. Client shall not assign this Agreement without GHA's prior written consent. There are no third-party beneficiaries to this Agreement.



December 8, 2025

Village Board Meeting Agenda Item Cover Sheet

Agenda Item: C. Approval: Village Board and Commission Regular Public Meeting Dates

Alignment with Strategic Plan:

- C** Community Branding & Engagement
- G** Responsible Growth & Development
- F** Future Ready Operations
- I** Capital Infrastructure Planning & Improvements
- B** Business Recruitment & Retention
- U** Operational/Unaffiliated

Budgetary Impact: N/A

Within Budget: Yes No

Suggested Motion: **Approve the Calendar Year 2026 Village of Lindenhurst public meeting schedule.**

Voting Record:

- | | | | |
|--------------------------|-------------------|--------------------------|-----------------|
| <input type="checkbox"/> | Trustee Chybowski | <input type="checkbox"/> | Trustee Rosten |
| <input type="checkbox"/> | Trustee Dickson | <input type="checkbox"/> | Trustee Suchy |
| <input type="checkbox"/> | Trustee Dunham | <input type="checkbox"/> | Mayor Marturano |
| <input type="checkbox"/> | Trustee Grace | | |



December 5, 2025

RE: Village of Lindenhurst– 2026 Regular Meeting Schedule

Village Board: *2nd and 4th Monday of each calendar month at 7:00 pm in the Village Hall Board Room*

January 12, 2026; January 26, 2026; February 9, 2026; February 23, 2026;
March 9, 2026; March 23, 2026; April 13, 2026; April 27, 2026; May 11, 2026;
May 25, 2026; June 8, 2026; June 22, 2026; July 13, 2026; July 27, 2026; August
10, 2026; August 24, 2026; September 14, 2026; September 28, 2026; October 12,
2026; October 26, 2026; November 9, 2026; November 23, 2026; December 14,
2026; December 28, 2026

Plan Commission: *1st and 3rd Wednesdays of each calendar month at 7:00 pm in the Village Hall Board Room*

January 7, 2026; January 21, 2026; February 4, 2026; February 18, 2026; March
4, 2026; March 18, 2026; April 1, 2026; April 15, 2026; May 6, 2026; May 20,
2026; June 3, 2026; June 17, 2026; July 1, 2026; July 15, 2026; August 5, 2026;
August 19, 2026; September 2, 2026; September 16, 2026; October 7, 2026;
October 21, 2026; November 4, 2026; November 18, 2026; December 2, 2026;
December 16, 2026

Sanitary District: *2nd Monday of each quarter at 7:30 pm in the Village Hall Board Room*

March 9, 2026; June 8, 2026; September 14, 2026; December 14, 2026

Lakes Commission: *3rd Tuesday bi-monthly at 7:00 pm in the Village Hall Board Room*



January 20, 2026; March 17, 2026; May 19, 2026; July 21, 2026; September 15, 2026; November 17, 2026

Police Pension Board: *2nd Tuesday of each quarter at 4:00 pm in the Village Board Room*

January 13, 2026; April 14, 2026; July 14, 2026; October 13, 2026

Board of Police Commissioners: *1st Tuesday of each quarter at 11:00 am in the Police Department Conference Room*

January 6, 2026; April 7, 2026; July 7, 2026; October 6, 2026

Veterans Memorial Commission:

February 10, 2026; March 10, 2026; April 7, 2026; May 12, 2026; June 9, 2026; August 11, 2026; September 8, 2026; October 13, 2026; October 27, 2026; December 8, 2026



December 8, 2025

Village Board Meeting Agenda Item Cover Sheet

Agenda Item: D. Discussion: Employee Recognition Background and Future Approach

Alignment with Strategic Plan:

- C** Community Branding & Engagement
- G** Responsible Growth & Development
- F** Future Ready Operations
- I** Capital Infrastructure Planning & Improvements
- B** Business Recruitment & Retention
- U** Operational/Unaffiliated

Budgetary Impact: N/A

Within Budget: Yes No

Suggested Motion: **Discussion only. No formal action required.**

Voting Record:

- | | | | |
|--------------------------|-------------------|--------------------------|-----------------|
| <input type="checkbox"/> | Trustee Chybowski | <input type="checkbox"/> | Trustee Rosten |
| <input type="checkbox"/> | Trustee Dickson | <input type="checkbox"/> | Trustee Suchy |
| <input type="checkbox"/> | Trustee Dunham | <input type="checkbox"/> | Mayor Marturano |
| <input type="checkbox"/> | Trustee Grace | | |

Are We Making Progress?

Q1. Please indicate your work area below.

Answer Choices	Responses	
Public Works	50.00%	9
Police Department	33.33%	6
Village Administration	16.67%	3
	Answered	18
	Skipped	1

Q2. I know my organization's mission (what it wants to accomplish).

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	0.00%	0	16.67%	55.56%	27.78%	18	4.11
						Answered	18
						Skipped	1

Q3. I know my organization's vision (where it wants to go in the future).

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	0.00%	11.11%	16.67%	44.44%	27.78%	18	3.89
						Answered	18
						Skipped	1

Q4. My senior (top) leaders are ethical and demonstrate our organization's values.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	11.11%	5.56%	22.22%	22.22%	38.89%	18	3.72
						Answered	18
						Skipped	1

Q5. My senior leaders create a work environment that helps me do my job.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	11.11%	11.11%	22.22%	22.22%	33.33%	18	3.56
						Answered	18
						Skipped	1

Q6. The Village's leaders share information about the organization.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	5.56%	16.67%	5.56%	55.56%	16.67%	18	3.61
						Answered	18
						Skipped	1

Q7. The Village asks what I think.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	5.56%	22.22%	11.11%	38.89%	22.22%	18	3.5
						Answered	18
						Skipped	1

Q8. The Village asks for my ideas when preparing for the future.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	5.56%	16.67%	11.11%	44.44%	22.22%	18	3.61
						Answered	18
						Skipped	1

Q9. The Village encourages totally new ideas (innovation).

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	0.00%	27.78%	16.67%	38.89%	16.67%	18	3.44
	0	5	3	7	3		
						Answered	18
						Skipped	1

Q10. The Village adopts new technology when preparing for the future.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	11.11%	22.22%	11.11%	38.89%	16.67%	18	3.28
	2	4	2	7	3		
						Answered	18
						Skipped	1

Q11. I receive information that helps me determine whether I am making progress on my work group's part of the organization's plan.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	0.00%	33.33%	0.00%	50.00%	16.67%	18	3.5
	0	6	0	9	3		
						Answered	18
						Skipped	1

Q12. My organization makes changes quickly when needed to address sudden disasters or new ideas.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	0.00%	16.67%	11.11%	44.44%	27.78%	18	3.83
	0	3	2	8	5		
						Answered	18
						Skipped	1

Q13. The Village treats all customers fairly. ("Customers" can mean residents, non-residents, or colleagues.)

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	5.56%	16.67%	5.56%	50.00%	22.22%	18	3.67
	1	3	1	9	4		
						Answered	18
						Skipped	1

Q14. I know who my most important customers are.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	0.00%	0.00%	22.22%	44.44%	33.33%	18	4.11
	0	0	4	8	6		
						Answered	18
						Skipped	1

Q15. I regularly ask my customers what they need and want.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	0.00%	0.00%	22.22%	38.89%	38.89%	18	4.17
	0	0	4	7	7		
						Answered	18
						Skipped	1

Q16. I am allowed to make decisions to satisfy my customers.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	0.00%	5.56%	16.67%	44.44%	33.33%	18	4.06
	0	1	3	8	6		
						Answered	18
						Skipped	1

Q17. I also know who my organization's most important customers are.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	0.00%	0.00%	23.53%	47.06%	29.41%	17	4.06
	0	0	4	8	5		
						Answered	17
						Skipped	2

Q18. I know how to measure the quality of my work.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average					
1	0.00%	0	0.00%	0	5.56%	1	44.44%	8	50.00%	9	18	4.44
											Answered	18
											Skipped	1

Q19. I can use this information to make changes that will improve my work.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average					
1	5.56%	1	0.00%	0	11.11%	2	55.56%	10	27.78%	5	18	4
											Answered	18
											Skipped	1

Q20. I know how the measures I use in my work fit into the Village's overall measures of improvement.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average					
1	0.00%	0	0.00%	0	16.67%	3	55.56%	10	27.78%	5	18	4.11
											Answered	18
											Skipped	1

Q21. I get all the important information I need to make changes to my work when the Village makes unplanned changes.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average					
1	0.00%	0	16.67%	3	11.11%	2	55.56%	10	16.67%	3	18	3.72
											Answered	18
											Skipped	1

Q22. I know how the Village as a whole is doing.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average					
1	5.56%	1	5.56%	1	22.22%	4	61.11%	11	5.56%	1	18	3.56
											Answered	18
											Skipped	1

Q23. The people I work with cooperate and work as a team.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average					
1	0.00%	0	27.78%	5	11.11%	2	27.78%	5	33.33%	6	18	3.67
											Answered	18
											Skipped	1

Q24. My bosses support, encourage, and enable me to develop my job skills so I can advance in my career.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average					
1	5.56%	1	16.67%	3	16.67%	3	27.78%	5	33.33%	6	18	3.67
											Answered	18
											Skipped	1

Q25. I am recognized for my work.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average					
1	5.56%	1	16.67%	3	16.67%	3	44.44%	8	16.67%	3	18	3.5
											Answered	18
											Skipped	1

Q26. I have a safe workplace.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	5.56%	0.00%	11.11%	44.44%	38.89%	18	4.11
	1	0	2	8	7		
	Answered						18
	Skipped						1

Q27. My bosses and my organization care about me.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	0.00%	22.22%	16.67%	38.89%	22.22%	18	3.61
	0	4	3	7	4		
	Answered						18
	Skipped						1

Q28. The Village is committed to including and embracing people from varying backgrounds and treating everyone fairly.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	5.56%	5.56%	16.67%	38.89%	33.33%	18	3.89
	1	1	3	7	6		
	Answered						18
	Skipped						1

Q29. I can get everything I need to do my job.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	0.00%	38.89%	5.56%	50.00%	5.56%	18	3.22
	0	7	1	9	1		
	Answered						18
	Skipped						1

Q30. We have good processes for doing our work.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	0.00%	33.33%	11.11%	50.00%	5.56%	18	3.28
	0	6	2	9	1		
	Answered						18
	Skipped						1

Q31. The Village regularly reviews and improves its processes.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	5.56%	22.22%	5.56%	55.56%	11.11%	18	3.44
	1	4	1	10	2		
	Answered						18
	Skipped						1

Q32. The Village protects important assets (property), data, and information (security and cybersecurity).

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	0.00%	0.00%	16.67%	50.00%	33.33%	18	4.17
	0	0	3	9	6		
	Answered						18
	Skipped						1

Q33. We are prepared to handle an emergency.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	0.00%	16.67%	33.33%	44.44%	5.56%	18	3.39
	0	3	6	8	1		
	Answered						18
	Skipped						1

Q34. My work products meet all requirements.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	11.11%	5.56%	5.56%	61.11%	16.67%	18	3.67
	2	1	1	11	3		
	Answered						18
	Skipped						1

Are We Making Progress as Leaders?

Q1. Our workforce knows our organization's mission (what it wants to accomplish).

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average					
1	0.00%	0	16.67%	1	0.00%	0	33.33%	2	50.00%	3	6	4.17
											Answered	6
											Skipped	0

Q2. Our workforce knows our organization's vision (where it wants to go in the future).

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average					
1	0.00%	0	16.67%	1	16.67%	1	50.00%	3	16.67%	1	6	3.67
											Answered	6
											Skipped	0

Q3. Our leadership team is ethical and demonstrate our organization's values.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average					
1	0.00%	0	0.00%	0	0.00%	0	33.33%	2	66.67%	4	6	4.67
											Answered	6
											Skipped	0

Q4. Our leadership team creates a work environment that helps our employees do their jobs.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average					
1	0.00%	0	0.00%	0	0.00%	0	66.67%	4	33.33%	2	6	4.33
											Answered	6
											Skipped	0

Q5. Our leadership team shares information about the organization.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average					
1	0.00%	0	0.00%	0	16.67%	1	33.33%	2	50.00%	3	6	4.33
											Answered	6
											Skipped	0

Q6. Our leadership team asks employees what they think.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average					
1	0.00%	0	0.00%	0	0.00%	0	66.67%	4	33.33%	2	6	4.33
											Answered	6
											Skipped	0

Q7. Our leadership teams asks employees for their ideas when preparing for the future.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average					
1	0.00%	0	0.00%	0	0.00%	0	83.33%	5	16.67%	1	6	4.17
											Answered	6
											Skipped	0

Q8. Our organization encourages totally new ideas (innovation).

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average						
1	0.00%	0	16.67%	1	0.00%	0	50.00%	3	33.33%	2	6	4	
												Answered	6
												Skipped	0

Q9. Our leadership team adopts new technology for our organization when preparing for the future.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average						
1	0.00%	0	0.00%	0	0.00%	0	50.00%	3	50.00%	3	6	4.5	
												Answered	6
												Skipped	0

Q10. Our employees receive information that helps them determine whether they are making progress on their work group's part of the organization's plan.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average						
1	0.00%	0	33.33%	2	16.67%	1	16.67%	1	33.33%	2	6	3.5	
												Answered	6
												Skipped	0

Q11. Our organization makes changes quickly when needed to address sudden disasters or new ideas.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average						
1	0.00%	0	0.00%	0	16.67%	1	16.67%	1	66.67%	4	6	4.5	
												Answered	6
												Skipped	0

Q12. The Village treats all customers fairly.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average						
1	0.00%	0	0.00%	0	0.00%	0	16.67%	1	83.33%	5	6	4.83	
												Answered	6
												Skipped	0

Q13. Our employees know who their most important customers are.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average						
1	0.00%	0	0.00%	0	0.00%	0	66.67%	4	33.33%	2	6	4.33	
												Answered	6
												Skipped	0

Q14. Our employees regularly ask their customers what they need and want.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average						
1	0.00%	0	0.00%	0	0.00%	0	83.33%	5	16.67%	1	6	4.17	
												Answered	6
												Skipped	0

Q15. Our employees are allowed to make decisions to satisfy their customers.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average			
1	0.00%	0	0.00%	0	83.33%	5	16.67%	1	6	4.17
									Answered	6
									Skipped	0

Q16. Our employees also know who our organization's most important customers are.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average			
1	0.00%	0	16.67%	1	50.00%	3	33.33%	2	6	4.17
									Answered	6
									Skipped	0

Q17. Our employees know how to measure the quality of their work.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average					
1	0.00%	0	16.67%	1	33.33%	2	33.33%	2	16.67%	1	6	3.5
									Answered	6		
									Skipped	0		

Q18. Our employees use this information to make changes that will improve their work.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average					
1	0.00%	0	33.33%	2	16.67%	1	50.00%	3	0.00%	0	6	3.17
									Answered	6		
									Skipped	0		

Q19. Our employees know how the measures they use in their work fit into the Village's overall measures of improvement.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average					
1	0.00%	0	33.33%	2	0.00%	0	50.00%	3	16.67%	1	6	3.5
									Answered	6		
									Skipped	0		

Q20. Our employees get all the important information they need to make changes to their work when the Village makes unplanned changes.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average					
1	0.00%	0	16.67%	1	0.00%	0	50.00%	3	33.33%	2	6	4
									Answered	6		
									Skipped	0		

Q21. Our employees know how the Village as a whole is doing.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average					
1	0.00%	0	33.33%	2	0.00%	0	50.00%	3	16.67%	1	6	3.5
									Answered	6		
									Skipped	0		

Q22. Our employees cooperate and work as a team.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
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Answered 6
Skipped 0

Q30. The Village regularly reviews and improves its processes.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	0.00%	0	16.67%	1	16.67%	1	3.67
				3	16.67%	4	
						6	
							Answered 6
							Skipped 0

Q31. The Village protects important assets (property), data, and information (security and cybersecurity).

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	0.00%	0	0.00%	0	16.67%	1	4.5
				1	66.67%	1	
						4	
						6	
							Answered 6
							Skipped 0

Q32. The Village is prepared to handle an emergency.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	0.00%	0	0.00%	0	0.00%	0	4.33
				4	33.33%	4	
						2	
						6	
							Answered 6
							Skipped 0

Q33. Our employees' work products meet all requirements.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	0.00%	0	0.00%	0	33.33%	2	3.83
				2	50.00%	2	
						3	
						1	
						6	
							Answered 6
							Skipped 0

Q34. Our workforce knows how well our organization is doing financially.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	0.00%	0	50.00%	3	0.00%	3	3.17
				0	33.33%	0	
						2	
						1	
						6	
							Answered 6
							Skipped 0

Q35. The Village has the right people and skills to do its work.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	0.00%	0	0.00%	0	0.00%	0	4.33
				4	66.67%	4	
						2	
						6	
							Answered 6
							Skipped 0

Q36. The Village removes things that get in the way of progress.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average
1	0.00%	0	0.00%	0	0.00%	0	4.33
				4	66.67%	4	
						2	
						6	
							Answered 6

Skipped 0

Q37. The Village obeys laws and regulations.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average			
1	0.00%	0	0.00%	0	0.00%	0	100.00%	6	6	5
									Answered	6
									Skipped	0

Q38. The Village practices high standards and ethics.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average			
1	0.00%	0	0.00%	0	16.67%	1	83.33%	5	6	4.83
									Answered	6
									Skipped	0

Q39. The Village helps our employees help their community.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average			
1	0.00%	0	0.00%	0	16.67%	1	83.33%	5	6	4.83
									Answered	6
									Skipped	0

Q40. Our employees believe the Village is a good place to work.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average			
1	0.00%	0	16.67%	1	33.33%	2	50.00%	3	6	4.33
									Answered	6
									Skipped	0

Q41. Our employees are committed to the Village's success.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Total	Weighted Average			
1	0.00%	0	0.00%	0	50.00%	3	50.00%	3	6	4.5
									Answered	6
									Skipped	0

Employees (AWMP)	Supervisors (AWMPAL)	Difference
Q2	Q1	
Weighted Average	Weighted Average	
4.11	4.17	-0.06
18	6	
1	0	
Q3	Q2	
Weighted Average	Weighted Average	
3.89	3.67	0.22
18	6	
1	0	
Q4	Q3	
Weighted Average	Weighted Average	
3.72	4.67	-0.95
18	6	
1	0	
Q5	Q4	
Weighted Average	Weighted Average	
3.56	4.33	-0.77
18	6	
1	0	
Q6	Q5	
Weighted Average	Weighted Average	
3.61	4.33	-0.72
18	6	
1	0	
Q7	Q6	
Weighted Average	Weighted Average	
3.5	4.33	-0.83
18	6	
1	0	
Q8	Q7	
Weighted Average	Weighted Average	
3.61	4.17	-0.56
18	6	
1	0	

Q9	Q8	
Weighted Average	Weighted Average	
3.44	4	-0.56
18	6	
1	0	

Q10	Q9	
Weighted Average	Weighted Average	
3.28	4.5	-1.22
18	6	
1	0	

Q11	Q10	
Weighted Average	Weighted Average	
3.5	3.5	0.00
18	6	
1	0	

Q12	Q11	
Weighted Average	Weighted Average	
3.83	4.5	-0.67
18	6	
1	0	

Q13	Q12	
Weighted Average	Weighted Average	
3.67	4.83	-1.16
18	6	
1	0	

Q14	Q13	
Weighted Average	Weighted Average	
4.11	4.33	-0.22
18	6	
1	0	

Q15	Q14	
Weighted Average	Weighted Average	
4.17	4.17	0.00
18	6	
1	0	

Q16	Q15	
Weighted Average	Weighted Average	
4.06	4.17	-0.11
18	6	
1	0	

Q17	Q16	
Weighted Average	Weighted Average	
4.06	4.17	-0.11
17	6	
2	0	

Q18	Q17	
Weighted Average	Weighted Average	
4.44	3.5	0.94
18	6	
1	0	

Q19	Q18	
Weighted Average	Weighted Average	
4	3.17	0.83
18	6	
1	0	

Q20	Q19	
Weighted Average	Weighted Average	
4.11	3.5	0.61
18	6	
1	0	

Q21	Q20	
Weighted Average	Weighted Average	
3.72	4	-0.28
18	6	
1	0	

Q22	Q21	
Weighted Average	Weighted Average	
3.56	3.5	0.06
18	6	
1	0	

Q23	Q22	
Weighted Average	Weighted Average	
3.67	4.33	-0.66
18	6	
1	0	

Q24	Q23	
Weighted Average	Weighted Average	
3.67	4.67	-1.00
18	6	
1	0	

Q25	Q24	
Weighted Average	Weighted Average	
3.5	3.83	-0.33
18	6	
1	0	

Q26	Q25	
Weighted Average	Weighted Average	
4.11	5	-0.89
18	6	
1	0	

Q27	Q26	
Weighted Average	Weighted Average	
3.61	4.67	-1.06
18	6	
1	0	

Q28	Q27	
Weighted Average	Weighted Average	
3.89	4.83	-0.94
18	6	
1	0	

Q29	Q28	
Weighted Average	Weighted Average	
3.22	4.67	-1.45
18	6	
1	0	

Q30	Q29	
Weighted Average	Weighted Average	
3.28	4.5	-1.22
18	6	
1	0	

Q31	Q30	
Weighted Average	Weighted Average	
3.44	3.67	-0.23
18	6	
1	0	

Q32	Q31	
Weighted Average	Weighted Average	
4.17	4.5	-0.33
18	6	
1	0	

Q33	Q32	
Weighted Average	Weighted Average	
3.39	4.33	-0.94
18	6	
1	0	

Q34	Q33	
Weighted Average	Weighted Average	
3.67	3.83	-0.16
18	6	
1	0	

Q35	Q34	
Weighted Average	Weighted Average	
3.33	3.17	0.16
18	6	
1	0	

Q36	Q35	
Weighted Average	Weighted Average	
3.67	4.33	-0.66
18	6	
1	0	

Q37	Q36	
Weighted Average	Weighted Average	
3	4.33	-1.33
17	6	
2	0	

Q38	Q37	
Weighted Average	Weighted Average	
4.17	5	-0.83
18	6	
1	0	

Q39	Q38	
Weighted Average	Weighted Average	
4.06	4.83	-0.77
18	6	
1	0	

Q40	Q39	
Weighted Average	Weighted Average	
3.83	4.83	-1.00
18	6	
1	0	

Q41	Q40	
Weighted Average	Weighted Average	
4.06	4.33	-0.27
18	6	
1	0	

Q42	Q41	
Weighted Average	Weighted Average	
4.61	4.5	0.11
18	6	
1	0	



MANAGEMENT PHILOSOPHY

We are a team of leaders shaped by our diverse experiences, entrusted with guiding the operations of this municipal organization. Our mission is to provide the highest level of service to our residents by staying attentive to the needs of our community and our workforce. We believe success is achieved not only through exceptional service delivery, but by developing our colleagues, encouraging innovation, and fostering a culture of continuous improvement that positions us to meet today's challenges and tomorrow's opportunities.

GUIDING PRINCIPLES



Be the Example

Creating a culture of professionalism, respect, and understanding requires the embodiment of those same characteristics by its leaders. Accountability requires us to hold ourselves to a high standard and model the types of behavior we desire.

- To promote belonging, actively listen, set aside assumptions, and approach each interaction with understanding.
- Communicate expectations clearly and remain approachable to those seeking guidance.
- Show initiative and encourage others to pursue improvement, understanding that complacency undermines organizational growth.
- Demonstrate the attitude you wish to see in others when approaching challenges.



Celebrate the Team

We cannot flourish as an organization if we only work separately. As a team, it is important to foster a culture/environment of collaboration, teamwork, and connection.

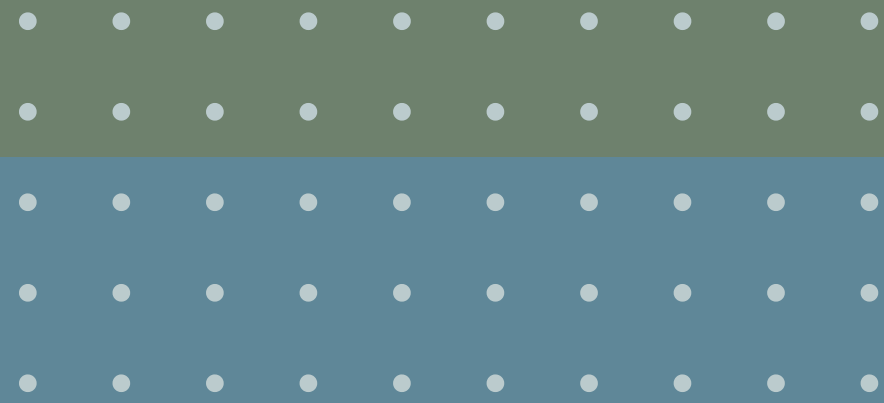
- Find joy in others' successes.
- Cultivate a spirit of shared ownership of outcomes by celebrating our strengths and working collectively to improve our weaknesses.
- Ask for and offer help freely, recognizing that collaboration strengthens us all. Seeking help is not a weakness, but an opportunity for mutual growth.
- Recognize achievements, acknowledge the effort behind them, and refocus on what comes next.



Embrace Growth

Embracing growth means never settling for the status quo. It creates a mentality that looks to the future, using all available resources, and relies on critical thinking to make data-driven decisions intended for everyone, not just the individual.

- Be curious by asking questions and seeking ways to improve.
- Apply critical thinking, creativity, and technology to develop solutions grounded in data and aligned with organizational needs.
- Pursue professional development and use newly gained skills to strengthen both personal and team performance.
- Feedback and constructive criticism are necessary means to improve the individual and our outcomes as we work together towards a common objective.



Village of Lindenhurst

EMPLOYEE RECOGNITION



Service Anniversary Recognition

Each milestone anniversary choose an item from two branded items:

- 5 Year: Travel Mug or Water bottle (Brand name item), \$20 gift card to Lindenhurst Business & certificate
- 10 Year: Indoor Blanket or Outdoor Blanket, \$20 Gift Card to Lindenhurst business & certificate
- 15 Year: Backpack or Tote Bag, \$20 gift card to Lindenhurst Business & certificate
- 20 Year: Outdoor Chair (non-branded), Wagon (non-branded) or Jacket (branded), \$20 Gift Card to Lindenhurst Business & certificate
- 25 Year: Speaker or Cooler, \$20 Gift Card to Lindenhurst Business, \$100 Visa Gift Card & certificate
- 30 Year: Headphones or Earbuds (non-branded), \$20 Gift Card to Lindenhurst Business, \$150 Visa Gift Card & certificate
- 35 Years: Crystal Award, \$20 Gift Card to Lindenhurst Business, \$200 Visa Gift Card & certificate

Write up about that person to celebrate their anniversary in on socials.

Board Recognition for 15 years and up.

Example of Write Up



City of Elmhurst
1,163 followers
1w • [+ Follow](#)

Meet Amanda Melone-Cameron, a key member of the City of Elmhurst team! From City Council records and FOIA requests to business permits, elections, and senior services, Amanda helps keep things running smoothly behind the scenes.

Employee Spotlight

AMANDA MELONE-CAMERON, DEPUTY CITY CLERK

- Amanda helps to maintain organization of City Council and Commission Information, Freedom of Information Act and Open Meeting Act Requests, Business permitting, Elections, Senior Transportation and Services.
- Her role is to work with all City departments and Elected Officials to implement projects, provide residents information, and culminate procedures for the City's best practices.
- She serves residents at the second floor Clerk's window and is often the first step in the City's communication process for the public.
- Fun fact: She has maintained or handled over 10,000 Freedom of Information requests in her capacity as a Freedom of Information Officer.

VILLAGE OF MOUNT PLEASANT WISCONSIN

OCTOBER EMPLOYEE ANNIVERSARIES

1 to 5 Years

Sean R. - 1 Year, Administration
Andrew B. - 3 Years, Fire Department
Samuel B. - 3 Years, Public Works
Brendan F. - 3 Years, Fire Department
Saul H. - 3 Years, Fire Department
Riley P. - 3 Years, Fire Department
Erik W. - 3 Years, Fire Department
Isabelle G. - 4 Years, Clerk's Office
Hailey B. - 4 Years, Fire Department

6 to 10 Years

Lowell H. - 6 Years, Public Works
Jeremy H. - 6 Years, Fire Department
Jacob N. - 6 Years, Fire Department

16 to 20 Years

Matt P. - 17 Years, Administration
Justine J. - 18 Years, Police Department
Blair P. - 19 Years, Public Works
Eric G. - 19 Years, Police Department
Patrick A. - 19 Years, Police Department

Thank you

www.mtpleasantwi.gov

Award Examples

5 Years



\$20 Gift Card to Lindenhurst Business

10 Years



\$20 Gift Card to Lindenhurst Business

15 Years



\$20 Gift Card to Lindenhurst Business

20 Years



\$20 Gift Card to Lindenhurst Business

25 Years



\$20 Gift Card to Lindenhurst Business

30 Years



\$20 Gift Card to Lindenhurst Business

35 Years



\$20 Gift Card to Lindenhurst Business

Tumbler & Sticker Program

- Each employee receives a tumbler
- Stickers are awarded for various recognitions
 - Anniversary – Yearly
 - Department specific stickers (ie: PW could have a water certification sticker)
 - Perfect Attendance for the Month
 - Incorporate our Core Principles:
 - Vision – Embracing innovative solutions for a better future.
 - Accountability – Demonstrating transparency through ethical, efficient government.
 - Leadership – Inspiring and expecting the best of ourselves, each other and our community.
 - Unity – Connecting people through collaborative engagement.
 - Excellence – Striving to be our best through integrity, teamwork, and exceptional customer service – nurturing a friendly, desirable place to live.
- Lindenhurst Leaf for things that don't fall into a specific category but should be recognized and/or if you are recognized for something more than 1 time.

If mug fills up, you get another mug.

Tumbler & Sticker Program

