



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

- Motion carried.

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, Chybowski, 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: 12-8-2025

Patrick J. Dunbar
Dominic Marturano, Mayor **PRO Ten**

Patrick Dunbar

Melissa Forsberg
Melissa Forsberg, Village Clerk

