



VILLAGE OF LINDENHURST
Regular Village Board Meeting Minutes
Monday, February 23, 2026
7:00 p.m.

I. Call to Order

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

II. Roll Call

- a. Present were Trustees Pat Dunham, Patty Chybowski, Dawn Suchy, Heath Rosten, and Ron Grace.
- b. Absent was Mayor Marturano and Trustee Dickson.
- c. Also in attendance were Village Administrator Clay Johnson, Village Attorney Greg Jones, 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. Appoint Mayor Pro Tem

- a. Trustee Suchy made a motion, seconded by Trustee Chybowski to appoint Trustee Dunham as Mayor Pro Tem for the Regular Village Board Meeting of February 23, 2026.
 - i. Roll Call
 - Aye – 5 Trustees Dunham, Chybowski, Suchy, Rosten, Grace
 - Nay – 0
 - Motion carried.

IV. Pledge of Allegiance

V. Approval of Minutes

- a. Minutes from the Regular Village Board Meeting of February 9, 2026 were presented for approval.

- b. Trustee Grace made a motion, seconded by Trustee Suchy, to approve the minutes from the Regular Village Board Meeting of February 9, 2026 as presented.
 - i. Voice Vote
 - Aye – 5
 - Nay – 0
- Motion carried.

VI. Bills Presented for Payment

- a. Trustee Suchy made a motion, seconded by Trustee Chybowski, to approve the second set of bills for the month of February presented for payment in the amount of \$299,143.05 for invoices due on or before February 23, 2026.
 - i. Roll Call
 - Aye – 5 Trustees Dunham, Chybowski, Suchy, Rosten, Grace
 - Nay – 0
- Motion carried

VII. Board and Staff Reports

- a. Service Recognition – Phil Gaughran – 20 years
 - i. Superintendent of Public Works Charles Hernandez recognized Phil Gaughran for his 20 years of service and commended him for his hard work and dedication.
- b. Trustee Dunham reported the planning of the Memorial Day Celebration is underway. If you plan on walking in the St Patrick's Day parade, please let Mayor Marturano know as soon as possible.
- c. Trustee Suchy wished to express her appreciation for the Planning Commission training session. The training will be beneficial for the Commissioners and staff.
- d. Trustee Grace was approached by a member of the community about the road repair schedule. The schedule will be released with the upcoming Capital Budget.

- e. Village Administrator Clay Johnson relayed the following:
 - i. Received a notice from the EPA about our annual copper testing of tap water. Because we have not exceeded any actionable levels, we will move to a triennial testing program.
 - ii. The Unit Strength Training facilities is to hold a ribbon cutting for the newly completed expansion on February 28, 2026.
- f. Assistant to the Village Administrator Karleen Long announced a Save the Date for Restaurant Week, which is to be held March 14th through 21st.
- g. Superintendent of Public Works Charles Hernandez reported they are in a holding pattern as they do not want to take apart equipment in case of an ice or snow event.

VIII. Public Comment on Agenda Items

- a. None.

IX. New Business

- a. Presentation: Adam Hoover, Northern Illinois Municipal Electric Collaborative (NIMEC)
 - i. NIMEC representative, Adam Hoover provided a presentation pertaining to the following:
 - 1. Review of the electric facilities group bid.
 - 2. Potential of pursuing a community solar plan. This option has the potential of reducing electric cost by approximately 10%; however, it comes with a 15-20 year commitment. Early termination requires a payment equal to one year of savings.
- b. Resolution 2026-2-2331R: Authorizing the Participation in the Northern Illinois Municipal Electric Collaborative (NIMEC) and Authorizing the Village Administrator to Approve a Contract with the Lowest Cost Electricity Provider for a Period Up to 36 Months

- i. NIMEC, a partner of the Village, has helped with aggregating some of our largest electric consumption accounts, and seeking the lowest cost bidder for that service. By combining our electric demand with numerous municipalities, NIMEC has been able to secure lower than market electric rates.
 - ii. In 2023, a three year agreement was executed for the wastewater treatment plant and streetlights (separately). This agreement locked in rates until May 2026.
 - iii. NIMEC is requesting authorization to once again bid our electric rates, along with 88 other municipalities.
 - iv. Trustee Suchy made a motion, seconded by Trustee Chybowski to adopt Resolution 2026-2-2331R authorizing the Village's participation in NIMEC and authorizing the Village Administrator to enter into a contract with the lowest cost electricity provider for a period of up to 36 months.
 1. Roll Call
Aye – 5 Trustees Dunham, Chybowski, Suchy, Rosten, Grace
Nay – 0
Motion carried.
- c. Resolution 2026-2-2332R: Approving and Making a Determination on Executive Session Meeting Minutes and Verbatim Recordings.
- i. On June 23, 2025, a semi-annual review of executive session minutes for possible release to the public was performed. The resolution identifies minutes recommended for approval of content and/or released to the public.
 - ii. Trustee Suchy made a motion, seconded by Trustee Chybowski to adopt Resolution 2026-2-2332R approving and making a determination on executive session minutes and verbatim recordings.
 1. Roll Call
Aye – 5 Trustees Dunham, Chybowski, Suchy, Rosten, Grace
Nay – 0
Motion carried.

- d. Resolution 2026-2-2333R: Amending the Employee Handbook for Updates to the Pay Plan and Compliance with the Family Neonatal Intensive Care Leave Act
 - i. The Resolution would include the following changes/updates:
 1. The Village's compensation and classification study were discussed at the December 8, 2025 Village Board Meeting. Staff was directed to incorporate the recommendations of the compensation study as follows:
 - a. Maintain the Village's open merit pay system.
 - b. Position the Village as an organization that pays its employees around the 60th percentile of peer communities.
 - c. Organize employees into a single classification system, eliminating the Operator and Management scales.
 - i. Grades of employees would generally band employees with similar levels of classification:
 1. Grades 1-6: Support and Operational Personnel
 2. Grades 7-9: Senior Support and Operational Personnel
 3. Grades 10-11: Assistant Directors and Directors
 2. Subsequent to this meeting, staff discussed a new employee recognition program. The Village Board was in support of the program.
 3. A new Neonatal Intensive Care Leave Act is set to go into effect June 1, 2026. This act provides up to ten unpaid workdays for employees who have a child receiving care in a neonatal intensive care unit (NICU). This leave is in addition to the Family and Medical Leave Act (FMLA).
 - ii. Trustee Chybowski made a motion, seconded by Trustee Grace to adopt Resolution 2026-2-2333R amending the Village's Employee Handbook for updates to the Pay Plan and for compliance with the family neonatal intensive care leave act.

1. Roll Call
Aye – 5 Trustees Dunham, Chybowski, Suchy, Rosten, Grace
Nay – 0
Motion carried.

e. Approval: Authorization to Adopt a Mission Square Governmental 401(a) Money Purchase Plan

- i. In an effort to avoid police officers from “double dipping”, or collecting two pensions, a bill was signed into law in 2017 preventing retired police officers from opting into a pension system a second time. Ie: returning as a police chief or an officer moving to a different municipality.
- ii. When attempting recruitment of lateral officers, having a sponsored retirement plan would allow the Village to remain competitive. Establishing a 401(a) program would closely resemble a traditional pension plan and meets statute requirements. Other municipalities have established this program for the same purpose, ie: South Barrington and Inverness.
- iii. Trustee Chybowski made a motion, seconded by Trustee Suchy to authorize the Village Administrator to execute a governmental money purchase plan 401(a) agreement with Mission Square Retirement.

1. Roll Call
Aye – 5 Trustees Dunham, Chybowski, Suchy, Rosten, Grace
Nay – 0
Motion carried.

f. Approval: Emergency Siren Repair – JS Communications Technologies – \$8,565

- i. Malfunctions were detected at the outdoor emergency alert sirens located at:
 1. High Point Drive well house.
 2. Wastewater treatment plant.

- ii. Currently the sirens will not sound when activated.
- iii. JS Communications, who is familiar with our system, examined the equipment, and provided a quote for repairs. Given this repair was not anticipated, contingency funds within the Village Facilities portion of the Community Capital Fund can be used for repair costs. The Police Department is investigating a rotational inspection program for sirens over a 3-4 year period.
- iv. Trustee Grace made a motion, seconded by Trustee Suchy to authorize the Village Administrator to execute a proposal from JS Communications Technologies for siren repairs at a cost not to exceed \$8,565.
 - I. Roll Call
 - Aye – 5 Trustees Dunham, Chybowski, Suchy, Rosten, Grace
 - Nay – 0
 - Motion carried.

X. Public Comment

- a. A long-time resident wished to express his concerns pertaining to the existing Flock cameras.

XI. Executive Session

- a. None.

XII. Adjournment

- a. Trustee Chybowski made a motion, seconded by Trustee Suchy to adjourn the meeting.
 - i. Voice Vote
 - Aye – 5
 - Nay – 0
 - Motion carried.
 - ii. The meeting was adjourned at 7:54pm.

