

**FOUR RIVERS SANITATION AUTHORITY
SPECIAL MEETING OF THE BOARD OF TRUSTEES
JUNE 2, 2026
11:00 A.M.**

MINUTES

The Four Rivers Sanitation Authority (FRSA) Board of Trustees and staff met in-person at Four Rivers Sanitation Authority, 3501 Kishwaukee Street, Rockford, Illinois, 61109.

Pollack called the Special Meeting of the Board of Trustees to order at 11:00 a.m. and advised that the meeting was being recorded.

The following Trustees were present:

Rick Pollack	President
Ben Bernsten	Vice President
Ed Grondzki	Trustee

Richard Mowris and Brad Long were absent.

Staff present: Chris Baer, Executive Director; Mike Christensen, Director, Plant Operations; Matt Campbell, Director, Engineering; Ashley Bernard, Assistant Director, Plant Operations/Customer Service/IWS; Lisa Mittel, Assistant Director, Management Services; Kwame Calvin, Assistant Director, Internal Services; Brittany Patterson, Manager, Human Resources; Susan Skinner, Executive Services Coordinator.

Others in attendance:

- Gino Galluzzo, AGHL Law
- Evan Bonnett, AGHL Law

Bernsten moved to approve emergency purchase of a replacement Fairbanks Model 5421 4" Horizontal Solids Handling Pump from DXP/Drydon Equipment, Inc., in the amount of \$34,333.00; seconded by Grondzki; motion passed upon roll call as follows:

Ben Bernsten	Aye
Rick Pollack	Aye
Ed Grondzki	Aye

Bernsten moved to layover Plant Security Upgrades to the June 22, 2026, meeting; seconded by Grondzki; motion passed upon roll call as follows:

Ben Bernsten	Aye
Rick Pollack	Aye
Ed Grondzki	Aye

At 11:10 a.m., Bernsten motioned to move into Executive Session pursuant to the Open Meetings Act, 5 ILCS 120/2(c)2, to discuss Collective Bargaining negotiating matters between the public body or representatives or deliberations concerning salary schedules for one or more classes of employees; seconded by Mowris; motion passed upon roll call as follows:

Ben Bernsten	Aye
Rick Pollack	Aye
Ed Grondzki	Aye

At 11:55 a.m., the Meeting moved back into Open Session. Pollack advised that no decisions had been made nor votes taken during the Executive Session.

Bernsten moved to approve Collective Bargaining Agreement Between Four Rivers Sanitation Authority and Teamsters Local Union No. 325 – International Brotherhood of Teamsters – for Office, Clerical and Technical Employees May 1, 2026 – April 30, 2029; seconded by Grondzki; motion passed upon roll call as follows:

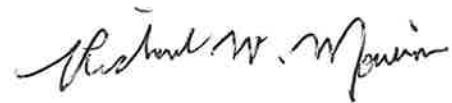
Ben Bernsten	Aye
Rick Pollack	Aye
Ed Grondzki	Aye

Bernsten moved to approve Cost of Living Pay Adjustment (retroactive to May 1, 2026) for non-represented employees; seconded by Grondzki; motion passed upon roll call as follows:

Ben Bernsten	Aye
Rick Pollack	Aye
Ed Grondzki	Aye

At 12:10 p.m., Bernsten moved to adjourn Meeting; seconded by Grondzki; motion passed upon roll call as follows:

Ben Bernsten	Aye
Rick Pollack	Aye
Ed Grondzki	Aye

Clerk