

**MINUTES OF THE SPECIAL MEETING OF THE BOARD OF TRUSTEES OF THE SALT CREEK SANITARY  
DISTRICT HELD AT 201 S. ROUTE 83, VILLA PARK, IL ON JANUARY 8, 2026.**

**The Special Meeting was called to order by Trustee Wagner at 6:03 p.m:** Trustee Sullivan Called Roll:  
Present: Trustees, Robert Wagner, Ann Marie Testa & William Sullivan. Also, present: General Manager Ray Hoving, Superintendent Steve Moore and Attorney John Wise joined via Microsoft Teams.

**Succession Planning and Staffing:** Trustee Wagner opened the meeting by explaining the reason for the meeting being the resignation of General Manager Ray Hoving effective January 30, 2026. General Manager Hoving addressed the board and presented options for the district on how to proceed with finding a replacement or promoting from within and eliminating the GM position. GM Hoving stated that no matter the direction the board proceeds with his position he strongly recommended hiring an assistant billing clerk/admin assistant to help in the office and provide backup to the billing coordinator. Mr. Hoving gave his opinion on the pros and cons of each option for the board to consider. Discussion ensued on the merits of each option and the steps that would need to be taken to ensure a smooth transition. Options were also presented to hire an outside accountant, pursue a shared services agreement or intergovernmental agreement with another local government entity or to have the board appoint a treasurer to help complete the month end accounting and audit tasks. The board discussed specific qualifications to look for in a replacement and included experience in engineering or public administration with the preference being to hire someone who is a licensed P.E. in Illinois. They also suggested that the district build redundancy into positions so that retirements and/or resignations can be filled from within. The board directed Mr. Hoving to post the job description for the General Manager and billing clerk/admin assistant at his earliest possible convenience.

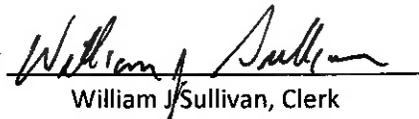
**Meeting Adjourned**

Trustee Testa made a motion; seconded by Trustee Sullivan to adjourn the meeting at 6:56 p.m. Ayes: Sullivan, Testa & Wagner. Motion Carried

APPROVED

  
Robert J Wagner, President

ATTEST

  
William J Sullivan, Clerk

Prepared by: Ray Hoving – General Manager