

LAKELAND REGIONAL SEWER DISTRICT

ORDINANCE NO. 2026- 02

**Amended and Restated
2026 SALARY ORDINANCE**

Be it ordained by the Board of Trustees of the Lakeland Regional Sewer District (“District”) that employees of the District shall be compensated in the following manner:

Effective as of January 1, 2026 through December 31, 2026 (“Employment Year”)

Lichelle Parker, Outgoing District Administrator (base salary).....\$68,400 per year
Jenna Habegger, District Administrator (base salary).....\$58,000 per year

Base salary shall be paid on a pro rate basis for any term of employment that begins or ends during the Employment Year. In addition to the salary identified above, the District shall provide benefits to Jenna Habegger (the “District Administrator”) in accordance with its policies as amended from time to time by the District’s Board of Trustees.

Payment of Base Salary

As applied to the District Administrator, the District’s pay periods are:

- The first (1st) of the month to the fifteenth (15th); and
- The sixteenth (16th) to the end of the month.

Pay dates are the fifteenth (15th) and the last day of each month.

Refer to the Lakeland Regional Sewer District Employee Handbook for additional information on hours of work.

Longevity Pay

The District’s Longevity Policy and pay schedule are included in the District’s Employee Handbook. Any changes made to said Policy shall be approved by resolution by the Board of Trustees.

Annual Amount for Health & Other Insurance

As applied to the District Administrator, the District shall pay an annualized amount of \$12,000 to be added to the District Administrator’s base salary to offset costs of health insurance premiums, personal HSA contributions, life insurance, dental, vision and disability coverage.

Public Employees’ Retirement Fund (“PERF”)

As applied to the District Administrator, the District shall make an annual 4% employer contribution to PERF on said employee’s behalf. The District Administrator may also choose to make additional voluntary contributions to PERF.

Vacation Benefits

Paid Vacation Days are awarded to the District Administrator pursuant to the following schedule:

- The District Administrator shall receive five (5) paid vacation days during this Employment Year.

Refer to the District's Employee Handbook for additional information on vacation benefits, District recognized holidays and vacation pay. Any discrepancy between this Ordinance and the District's Employee Handbook, shall be controlled by this Ordinance.

Time Off

In addition to the aforementioned vacation days, during this Employment Year, the District Administrator shall be awarded time off pursuant to the following schedule:

- The District Administrator shall receive two (2) days of paid time off ("PTO").
- The District Administrator shall receive three (3) days of unpaid time off.

Bereavement Leave

Up to three (3) consecutive work days of paid bereavement leave will be granted to the District Administrator in the event of an immediate family member's death. "Immediate family" includes spouse, children, parents, stepparents, sisters, brothers, stepsisters, stepbrothers, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparents, step-grandparents, grandchildren, and step grandchildren.

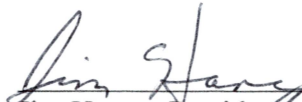
Refer to the District's Employee Handbook for information on additional employment policies and employee benefits.

This Ordinance shall be in full force and effect from and after its adoption and passage replacing in whole Ordinance # 2025-05, as provided by law.

[Remainder of page intentionally left blank; signature page follows.]

ALL OF WHICH IS DULY ORDAINED THIS 18TH DAY OF FEBRUARY, 2026.

LAKELAND REGIONAL
SEWER DISTRICT
BOARD OF TRUSTEES

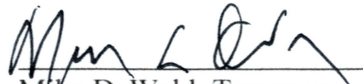


Jim Haney, President

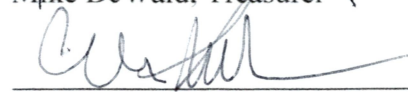
Mark Koehler, Vice President




Rosa Ritchie, Secretary



Mike DeWald, Treasurer



Cullen Reece



Robert Hookman

Jack Bonewits