KenCom Personnel Committee Meeting Minutes  
Held, December 11th, 2014  
9:00 a.m.

<table>
<thead>
<tr>
<th>Member</th>
<th>Agency</th>
<th>Present</th>
<th>Absent</th>
</tr>
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<tbody>
<tr>
<td>Gail Johnson</td>
<td>Village of Oswego</td>
<td></td>
<td>X</td>
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<tr>
<td>Larry Nelson</td>
<td>Member At Large</td>
<td></td>
<td>X</td>
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<tr>
<td>Greg Witek</td>
<td>Little Rock Fox Fire District</td>
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<tr>
<td>Josh Flanders</td>
<td>Oswego Fire District</td>
<td>X</td>
<td></td>
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<tr>
<td>James Jensen</td>
<td>Oswego Police Dept</td>
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<td>X</td>
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Others Present: Dave Farris, KenCom Director; Lynette Bergeron, KenCom Assistant Director; Bonnie Walters, KenCom Recording Secretary.

Gail Johnson called the meeting to order and requested a roll call of the membership. A roll call was taken with four of the five members present creating the necessary quorum for voting purposes.

Johnson called for a motion to approve the agenda as submitted. L. Nelson made the motion, seconded by Jensen. All members present voting aye. Motion carried.

Correspondence: Bergeron stated KenCom received a letter from Bristol Kendall Fire Department thanking Jen Stein (KenCom Supervisor) for attending their open house for fire safety.

Public Comments: None

Approval of Minutes: Flanders made a motion to approve the November 13th, 2014 KenCom Personnel Committee meeting minutes, seconded by Jensen. All members present voted aye. Motion carried.

Johnson called for Old Business:
Employee Review Process – Bergeron asked for an idea of how many goals the board was looking for her to come up with. Discussion ensued.

Personnel Committee Purpose/Goals/Composition – Johnson stated she had sent a draft out and was looking for comments. Johnson reviewed the comments she received back. Discussion ensued on the purpose of the Committee. Johnson reviewed the draft goals and composition to the Committee for feedback. Discussion ensued. L. Nelson made a motion to forward the Personnel Committee Purpose/Goals/Composition to the Executive Board, seconded by Jensen. All members present voting aye. Motion carried.

Johnson called for New Business:
2015 Meeting Calendar – Flanders made a motion to approve the 2015 Personnel Meeting Calendar, seconded by Jensen. All members present voting aye. Motion carried.

Other Business – Johnson opened discussion about what will be covered at the January meeting. Discussion ensued. Johnson asked the Director and Assistant Director to bring back their goals to the next meeting for discussion. Farris mentioned he will not be at the January meeting. Johnson also mentioned starting on questions for the Employee Engagement Survey.

Closed Session – Nelson made a motion to move into closed session for the Appointment, Employment, Compensation, Discipline, Performance, or Dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity. 5 ILCS 120/2(c)(1), seconded by Jensen. A roll call vote was taken with all four members voting aye. Motion carried. Closed session began at 9:35 a.m.
Open session resumed at 9:49 a.m. All members are the same as before closed session.

No action after closed session.

Johnson stated the next Personnel Committee is Thursday, January 15th, 2014 at 9:00 a.m. Jensen made a motion to adjourn the meeting, seconded by Flanders. All members present voted aye. Meeting adjourned at 9:50 a.m.

Respectively submitted,

Bonnie Walters
Recording Secretary