KenCom Personnel Committee Meeting Minutes
Held, December 15th, 2016
8:02 a.m.

<table>
<thead>
<tr>
<th>Member</th>
<th>Agency</th>
<th>Present</th>
<th>Absent</th>
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<tr>
<td>Larry Nelson</td>
<td>Member At Large</td>
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<tr>
<td>Greg Witek</td>
<td>Little Rock Fox Fire District</td>
<td>X (8:10)</td>
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<td>Josh Flanders</td>
<td>Oswego Fire District</td>
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<td>James Jensen</td>
<td>Oswego Police Department</td>
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<td>Mike Hitzemann</td>
<td>Bristol Kendall Fire District</td>
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Others Present: Lynette Bergeron, KenCom Director; Jen Stein, KenCom Assistant Director; Bonnie Walters, KenCom Administrative Assistant.

James Jensen 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.

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

Public Comments: None

Correspondence: Bergeron stated she received a phone call from a sergeant from the Sheriff’s Office about a job well done by Cheryl Gianfrancisco who went above and beyond to help a caller. A Yorkville resident stopped into KenCom with a thank you note and a box of candy to thank the Yorkville Police Department and KenCom for the help she received during the snow storm after the Yorkville Police Department shoveled her driveway due to a snow plow pushed the snow back on her driveway.

Consent Agenda – Jensen asked for a motion to approve the Consent Agenda. Flanders made the motion, seconded by Nelson, to approve the Consent Agenda as follows: Approval of the July 21st, 2016 Personnel Committee Minutes.

Jensen called for Old Business:
Review of Employee Handbook (Military Leave Section) – Nelson made a motion to approve the Military Leave Section, seconded by Flanders. Discussion. All members present voting aye. Motion carried.

Other Old Business – None

Nelson called for New Business:
2017 Personnel Committee Calendar – Hitzemann made a motion to approve the 2017 Personnel Committee Calendar, seconded by Flanders. Discussion. All members present voting aye.

2017 KenCom Goals/Director Goals – Bergeron reviewed the 2016 KenCom organizational and Director goals and the status of each goal. During discussion Jensen mentioned sharing the completed and ongoing goals with staff to show them the progress that is being made. Bergeron reviewed the KenCom 2017 organizational and Director goals contained in the packet. Discussion ensued. Hitzemann made a motion to approve the 2017 Director Goals, seconded by Nelson. All members present voting aye. Motion carried.

Other Business from the Floor – Bergeron stated she has a legislative summary the county had sent to her and she reviewed some of the highlights and will forward a copy to the board members. Discussion ensued. During discussion Witek stated KenCom is very grateful to have the IGA with the County as they do a lot of the accounting including payroll, and human resources and that is a great value to KenCom and it makes the symbiotic relationship work so well.
Witek stated KenCom is profoundly disappointed in the way the administrative part of the county delivered the medical insurance change information to KenCom’s employees. The county surprised KenCom with no warning and directly gave us bad data that caused dozens of hours between Bergeron, Stein, and Witek doing research to deal with issues and the relationships KenCom had built up with their employees was challenged and diminished due to the poor presentation of the County Human Resources process with the health insurance. Witek stated KenCom remains grateful for what the county does but the way the health insurance was presented was terrible and even caused staff to go outside and look for additional medical insurance information because of the bad data they received and they needed something to compare them to. Witek stated his appreciation to management in the way they handled the situation and helped the staff out in analyzing the new insurance and that they are not very happy about the new United Healthcare plan but they did decide it was adequate for KenCom’s needs and does not violate the union contract. Bergeron stated to date they still have employees who have not gotten simple answers such as “is this medication covered”, and Witek believes this to be unacceptable and embarrassing.

Jensen stated the next Personnel Committee is Thursday, January 19th, 2017 at 8:00 a.m. Witek made a motion to adjourn the meeting, seconded by Hitzemann. All members present voted aye. Meeting adjourned at 9:06 a.m.

Respectively submitted,

Bonnie Walters
Recording Secretary