

**MINUTES OF THE SPECIAL PUBLIC MEETING OF THE BOARD OF TRUSTEES
OF THE MACON COUNTY CONSERVATION DISTRICT
July 9, 2019**

PURSUANT to written notice given all members of the Board, the above meeting was called to order at 5:30 p.m. by President Parish.

Board members present: President Parish, 1st Vice-President White, Secretary Johnson, Treasurer Schneller, and 2nd Vice-President Bendsen.

Board members absent: None

COMMENTS FROM AUDIENCE: No Audience.

NEW BUSINESS:

1. Election of Officers:

Paul Marien stated that the typical slate of officers is being presented to the Board. Normally each of the Trustees progress through the ranks. The following was presented to the Board:

July 1, 2019 through June 30, 2020

Darrel Parish, PRESIDENT
Doug Johnson, 1ST VICE PRESIDENT
Dave White, SECRETARY
Karen Schneller, TREASURER
Nina Bendsen, 2ND VICE-PRESIDENT

Since Darrel Parish was completing Trustee Elliott's term as 1st Vice-President it was logical for him to step up as President and all the Board was in agreement. After some discussion, the Board decided to name Trustee White as the 1st Vice-President and Trustee Johnson would remain secretary so the newly revised list of officers to serve from July 1, 2019, through June 30, 2020 is as follows:

Darrel Parish, PRESIDENT
Dave White, 1ST VICE-PRESIDENT
Doug Johnson, SECRETARY
Karen Schneller, TREASURER
Nina Bendsen, 2ND VICE-PRESIDENT

Trustee White MOVED to approve the slate of officers as revised for July 1, 2019 through June 30, 2020. Trustee Johnson SECONDED the Motion. All members of the Board present voted, "AYE". Motion carried.

2. Executive Director Search Proposals:

Paul Marien presented two consultant proposals for the Executive Director search from GovHR and Illinois Association of Park Districts (IAPD). Paul briefly explained that GovHR had been used in the last director search and are a reputable search firm with a good process. The District is a member of IAPD and may be the reason for the lower fee than GovHR. Paul stated that IAPD is a good organization and does have a lot of experience in director searches especially specializing in Parks

and Recreation. Paul felt that IAPD probably already has a pool of candidates looking for a Director position but also felt that many of them “hop-scotch” around from job to job. Trustee Schneller commented that the District needs to look for a long-term leader who has a compassion for the job. Several of the Trustees commented that from their experience on other Boards, they felt hiring from within usually fared better than from hiring outside. Trustees did question Paul as to whether or not there were any internal candidates and he replied that no one had indicated interest at this time for the position. Despite the possibility of an internal candidate, the consensus of the Board was that a third-party still needed to be involved in the hiring process. Lengthy discussion followed concerning the process of both firms but all were in agreement that the initial job posting would be handled the same with both firms – via the internet. Trustee White spoke about his experience with the Finn Group who conducts psychological evaluations used in selecting the right person for a position. After some discussion, the Board came to an agreement to hire IAPD to assist with the job search. It was also suggested that the money being saved by employing IAPD could maybe be used to employ the Finn Group for psychological evaluations when the candidates have been narrowed down to a few. Paul will contact IAPD and President Parish suggested that Paul have them send the contract to the District and he would stop by to sign the contract. All members were in agreement that they did not need to see the contract before President Parish signed it. Paul will also speak with IAPD about the next step and whether or not a special meeting needed to be set up for a meeting with the Board of Trustees. Trustee Schneller suggested that all the Board members submit their thoughts about an ideal candidate for submission to IAPD. The Board members were all in agreement and encouraged Paul to be a part of the hiring process and to provide his insights. The Board would like to have someone hired by October 1st so that the new Director would have a transition period with Paul. Paul will contact the attorney to determine whether the meetings needed to be open to the public or in closed session. A final consensus was taken and all agreed upon hiring IAPD for the Executive Director search.

Trustee Johnson MOVED to approve hiring the Illinois Association of Park Districts for the Executive Director search in the amount not to exceed \$7,925.00. Trustee White SECONDED the motion. Roll call vote was as follows: Trustee Johnson, “AYE”; Trustee White, “AYE”; Trustee Parish, “AYE”; Trustee Schneller, “AYE”; and Trustee Bendsen, “AYE”. Motion carried.

ADJOURNMENT:

There being no further business, Trustee Schneller MOVED to adjourn the Special Public Meeting at 6:24 p.m. Trustee Bendsen SECONDED the Motion. All members of the Board present voted, “AYE”. Motion carried.

President

ATTEST:

Secretary