

APPROVED
Village of Lake Zurich

Executive Session
Monday, November 30, 2015

Meeting called to order by Mayor Tom Poynton at 7.27pm

1. **Roll Call:** Mayor Thomas Poynton, Trustee Jim Beaudoin, Trustee Jeff Halen, Trustee John Shaw, Trustee Spacone, Trustee Jonathan Sprawka, and Trustee Dan Stanovich., Village Clerk Kathleen Johnson, Interim Village Manager Steve Husak, Village Attorney Scott Uhler. Also present: HR manager Doug Gibson, GovHR Lee Szymborski.

2. **Appointment, employment, compensation, discipline, performance or dismissal of specific employees: 5ILCS 120/2C/1**

GovHR, Lee Szymborski described the process of review of the sixty plus applicants to the twelve recommended resumes which the Board members have in their binders, plus two resumes which the Board may consider. The Board's questions were answered by Mr. Szymborski and Mr. Gibson. The Board's decision, on the two resumes for consideration, was to not consider them.

The Board then went through the twelve resumes with Mr. Szymborski answering the Board's questions. The list of candidates was reduced to six after the Board had reviewed and discussed each applicant.

There was discussion about the interviewing process and questions to be asked on Saturday, December 12, 2015.

Mayor Poynton and the Board enquired of GovHR Lee Szymborski about the diversity of applicants for the position of Village Manager. Their concerns were that the selection process was fair, unbiased and offered equal opportunities to all candidates regardless of gender or minority status. Mr. Szymborski responded that there is an effort to identify diverse candidates. Some on the general list were not a fit or not experienced or credentialed for the Village manager position at this time. He did not feel there were any female or minority candidates to bring forward and recommend for the position.

After discussion about eliminating more candidates it was decided to stay at the six previously chosen.

3. **Adjournment**

A Motion to adjourn was made by Trustee Stanovich, seconded by Trustee Beaudoin.

AYES: 6 Trustees Beaudoin, Halen, Shaw, Spacone, Sprawka, Stanovich.

NAYS: 0

ABSENT: 0

MOTION CARRIED.

Adjourned at 9.05pm.

Respectfully submitted: Kathleen Johnson, Village Clerk

*Public via Reso #2021-05-060