

**CONFIDENTIAL**

**CHAMPAIGN COUNTY BOARD  
COUNTY ENGINEER SEARCH SUBCOMMITTEE  
CLOSED SESSION**

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Meeting Room 2  
Brookens Administrative Center  
June 21, 2004

**MEMBERS PRESENT:** Avery, Carter (Chair), Crozier, Putman, Busey

**MEMBERS ABSENT:** None

**OTHERS PRESENT:** Chris Doenitz, Marvin Johnson, Rick Wolken, Steve O'Connor, Deb Feinen · *Lorraine Cowart*

**CLOSED SESSION pursuant to 5 ILCS 12/2(c)1 to consider the employment, compensation, discipline, performance or dismissal of an employee**

**MOTION** by Avery to enter into executive session pursuant to 5ILCS 120/2(c)1 to consider the employment, compensation, discipline, performance or dismissal of an employee and that the following individuals remain present: Recording Secretary, County's Legal Counsel, County Administrators, Marvin Johnson, Chris Doenitz, and County Board Members; seconded by Crozier. **Motion carried 5/0** by roll call vote. Voting aye: Avery, Carter, Crozier, Putman, Busey – 5; voting nay: none - 0.

The Subcommittee entered closed session at 4:19 p.m.

Interview Evaluation Sheets submitted by Highway staff were distributed and reviewed. The Committee expressed their disappointment that there were no comments from the Highway maintenance staff and John Cooper. The Committee felt that the distribution of candidate's resumes to all Highway staff members was inappropriate.

Upon being told that a telephone connection could be made to John Cooper who was willing to provide his input on the candidates interviewed, Chair Carter declared the meeting in open session at 4:35 p.m. to facilitate a new motion that would include additional individuals in attendance.

**MOTION** by Avery to enter into executive session pursuant to 5ILCS 120/2(c)1 to consider the employment, compensation, discipline, performance or dismissal of an employee and that the following individuals remain present: Recording Secretary, County's Legal Counsel, County Administrators, County Board Members, Marvin Johnson, Chris Doenitz, John Cooper, and Rick Wolken; seconded by Putman. **Motion carried 5/0** by roll call vote. Voting aye: Avery, Carter, Crozier, Putman, Busey – 5; voting nay: none - 0.

The Subcommittee entered closed session at 4:36 p.m.

Mr. Cooper stated his opinion on the four candidates interviewed. He stated support concerning Alan Spesard and believed he would be a good County Engineer. He continued that although he believes Barry Suits is a viable candidate, he would rate him under Mr. Spesard. He noted that Joel Moore is intelligent and knowledgeable. Regarding Richard Marley, he stated he would rate him lower than the other candidates knowing that his people skills leave a lot to be desired. When asked if he would be in favor of interviewing additional candidates, he said he would have no problem with that. He suggested that Jerry Schauf be interviewed.

Speaking on behalf of Township Road Commissioners, Marvin Johnson stated that Richard Marley would not be an acceptable selection due to his interview responses regarding township issues. Township Commissioners felt they could work with any of the other three candidates. Mr. Doenitz, also a Township Road Commissioner, reiterated that with the exception of Mr. Marley, all the other candidates would be acceptable. He noted Commissioners believe continuity is very important in making this decision. Rick Wolken, Road Commissioner, stated support for Barry Suits. Road Commissioner's selections are: Marvin Johnson-Alan Spesard, Chris Doenitz-Joel Moore; Rick Wolken-Barry Suits.

Acknowledging Richard Marley's talent, Board Chair Avery expressed she believes the County needs a different management style than he would provide. She stated Barry Suits did not have the technical knowledge desired and lacked experience in the field. She liked Joel Moore and would like to see him as County Engineer for Champaign County in the future. Ms. Avery stated support for Alan Spesard whom she believes would learn quickly to let go of his hands-on approach. She suggested that if more candidates are interviewed, that Mr. Spesard return for a second interview.

Chair Carter stated he had reached the same conclusion as those who have spoken.

Ms. Putman commented that Alan Spesard seems flexible and good with personnel. Mr. Suits seemed confident and expressed a commitment to the County, however she felt pressured to meet his deadline. She felt Joel Moore was too inexperienced for the job. She thought Richard Marley was sharp, had relevant experience, was familiar with all levels of government and brought more to the table than any of the other candidates. Ms. Putman stated that Barbara Wysocki is in favor of hiring Richard Marley.

Steve O'Connor stated the Committee would be overlooking a great opportunity if they did not interview Jim Sullivan in the second round.

Chair Carter expressed opposition to interviewing more candidates.

Lorraine Cowart stated Alan Spesard has the credentials needed and she was impressed with his application and interview. She discounted Barry Suits because he stated he has already accepted a position elsewhere. She stated she liked Joel Moore, but thought Richard Marley was overbearing. She supports Alan Spesard.

Deb Busey said Mr. Spesard is a good candidate, but she is not confident he has decided if he wants the job. She noted that Barry Suits was also a good candidate, but would have a learning curve to accomplish. She was impressed with Joel Moore, but believes someone with more experience is

needed. She stated she believes Richard Marley is just what this County needs, but eliminated him from consideration based on what others have said regarding his people skills. She supports talking to more candidates.

Deb Feinen stated she would support Alan Spesard, but wants to interview more candidates. She commented that Barry Suits had asked the County to wait until August. She expressed she was amazingly impressed with Joel Moore and would want him mentored by the new County Engineer. She added that Richard Marley rubbed her the wrong way.

Don Crozier stated he believes Alan Spesard would be out of his league in Champaign County and that Barry Suits is more of a corporate person. He stated opposition for Richard Marley. Stating support for Joel Moore, he asked how Joel would get the experience most people think he lacks if he is not placed into an Engineer's position.

The Committee discussed the lack of a consensus on who to hire.

Chair Carter declared the meeting back into open session at 5:42 p.m.

**MOTION** by Avery to enter into executive session pursuant to 5ILCS 120/2(c)1 to consider the employment, compensation, discipline, performance or dismissal of an employee and that the following individuals remain present: Recording Secretary, County's Legal Counsel, County Administrators, Marvin Johnson, Chris Doenitz, Rick Wolken, and County Board Members; seconded by Crozier. **Motion carried 5/0** by roll call vote. Voting aye: Avery, Carter, Crozier, Putman, Busey - 5; voting nay: none - 0.

The Committee resumed in closed session at 5:45 p.m.

Further discussion ensued regarding interviewing more candidates. The Committee consensus was to interview Peter Petrowsky and Jerry Schauf and to eliminate Richard Marley from consideration.

The Committee resumed in open session at 5:56 p.m.

Respectfully submitted,

Sharon Menges  
Executive Secretary