



TRI-COUNTY REGIONAL PLANNING COMMISSION

EST. 1958

PERSONNEL COMMITTEE

456 Fulton, Suite 401

Peoria, IL 61602

Chuck Nagel, CHAIRMAN

John Kahl, Danny Phelan

Wednesday, May 7, 2025

8:00 a.m.

MINUTES

1. Call to Order

Chairman Chuck Nagel called the meeting to order at 8:18 a.m.

2. Roll Call

Present were Chuck Nagel, John Kahl, Danny Phelan, Greg Menold, Russ Crawford, Eric Miller and Lori Reynolds.

3. Motion to approve April 2, 2025 minutes

John Kahl motioned to approve the April 2, 2025 Personnel committee meeting. Danny Phelan seconded, and the motion carried.

4. Discussion of Executive Director Evaluation

Chuck Nagel initiated discussion of the template for the evaluation. John Kahl felt it's too long. Danny Phelan felt the process is more important than which template is used, and emphasized the importance of having a clear and consistent process that is easily accessible for future evaluations. The template should be balanced, not overly complicated, and can be adapted to different situations. Chuck stated that there should be a timeline for the 6 steps of SMART goal's template, and that he prefers narrative rather than numbers, and it's important to give Eric a roadmap of his goals for the fiscal year. Eric stated it's important for the chairman to know the process and be aware of the start date to begin the evaluation. Chuck suggested waiting until after July 1.

5. Other

- a. Eric stated all employee reviews have been completed
- b. IMRF buy-back only involves a negligible, fractional cost to the commission
- c. Gavin Hunt returns from active duty to TCRPC as Planner I at the beginning of July

6. Adjournment

John Kahl moved to adjourn the meeting, Danny Phelan seconded the motion, and the meeting adjourned at 8:39 a.m.