

**MEETING MINUTES OF THE SPECIAL MEETING  
OF THE BOARD OF  
FIRE COMMISSIONERS OF THE  
WINFIELD FIRE PROTECTION DISTRICT  
ON 525 COUNTY FARM ROAD  
WINFIELD, IL 60190**

**DECEMBER 15, 2025**

Called to Order at 5:02 p.m. by Commissioner Nair.

Present: Commissioner Naresh Nair, Commissioner Kyle Wolber, Commissioner Shawn Hacker.  
Also Present: Chief Steven Evans, Admin, Asst. Robin Youngberg and Attorney Shawn Flaherty.

Public Comment: None.

Minutes: The minutes of the 8/25/25 Special Meeting, the 11/10/25 Special Meeting and the 11/10/25 Closed Session meeting were all reviewed by the Board in advance of the meeting. There being no changes, Commissioner Hacker made a motion to accept all sets of minutes as presented, seconded by Commissioner Wolber.

Old Business: None.

New Business: The purpose of the meeting is to provide an update and have a discussion on the Lieutenant's promotional exam.

Chief Evans stated that the Chief's points and Ascertained Merit points have been submitted to the testing company, and the combined scores will be available in the next few days. Those scores will need to be posted by 12/22/25. In the meantime, each of the candidate resumes will be emailed to the Commission ahead of the interview process. He then stated that the Union has elected to have two monitors present for all parts of the testing process, including deliberations. They are allowed to take notes, but they are not to speak during the process.

Attorney Flaherty gave a summary of how the Lieutenant's promotional exams typically proceed and that some people will look for reasons to grieve the process. He stated that the Commissioners almost have to be robotic, reading the questions to the candidates the same way each time. In addition, per the testing company, if the scores from each Commissioner are more than two (2) points differential, the Commission has to deliberate to come to a consensus so that their scores are at least within two (2) points from each other.

Attorney Flaherty then discussed the grieving process, should the Union decide to grieve any aspect of the testing process. The Commission asked Attorney Flaherty if they should have monitors of their own in attendance. He stated that the Commission certainly has that right, but he did not feel it was necessary since the while process will be recorded. He confirmed that the recording should start at the beginning of the interviews and continue recording, with no breaks, until the end of all interviews.

There being nothing further discussion, Commissioner Wolber made a motion to adjourn, seconded by Commissioner Nair. Motion carried. The meeting was adjourned at 5:37 p.m.

Respectfully submitted,

*Robin K. Youngberg*

Robin K. Youngberg, Administrative Assistant