

MINUTES

The Lake County Sheriff's Office Merit Commission met in a regular session on Wednesday, May 1, 2019 at the County Building, 18 County Street, Waukegan, Illinois, with the following:

Present: Leo C. McCann, Chairperson
Kenneth Kessler, Vice-Chairperson
Nick Gountanis, Commissioner
Deborah L. Goldberg, Commissioner
Carmen Patlan, Commissioner

Also Present: Alejandra Gonzalez, Executive Assistant
Rodney Marion, Human Resources
SheCora Keys, Human Resources
Lawrence Oliver, Undersheriff
Beth Prager, State's Attorney Office

Session called to order at 9:31 AM by Chairperson McCann.

No public comment.

Update was given regarding minutes review and formats by Deborah Goldberg. References of personnel changes should be added to minutes, but names should not be indicated, as confirmed by Beth Prager.

Deborah Goldberg asked for update of the use of the Merit Commission office. Update was given by Rodney Marion. Alejandra Gonzalez will be committed to Merit Commission 75% and the other 25% to Human Resources. Rodney Marion assured that Alejandra's priority will be the Merit Commission.

Human Resources reviewed and discussed Request for Proposal including scope of work. The Sheriff's Office will be able to review the RFP but the ultimate decision will come from the Merit Commission. Decision of the RFP finding to be presented at the next meeting, May 15th.

The Sheriff's Office will no longer continue in CALEA accreditation.

Human Resources presented current hiring process and proposed changes. Human Resources proposed that polygraphs be reviewed beforehand by the commission and only reviewed at the meeting, if there are inconsistencies or discrepancies. If none, the candidate will be moved to the next step, oral interview. It was proposed that oral Interviews be eliminated and only scheduled as an "as needed" basis to streamline the process. Comments were made by Carmen Patlan that they commissioners get a "feel" for the candidate even after the mini background and polygraph are cleared. Deborah Goldberg agreed that the oral interviews are a valuable step in the process. Carmen Patlan suggested that we the Merit Commission increase meeting dates to catch up. A

tentative meeting is scheduled for Wednesday, May 22nd. Kenneth Kessler inquired about reviewing the polygraphs ahead of time. Beth Prager confirmed polygraphs can be shared ahead of time but findings cannot be shared via email. Once Alejandra Gonzalez receives the polygraphs, she shares with the commissioners and they can reply to Alejandra only with their vote, comments, concerns, etc. If there are any findings on the polygraph(s), it is to be added to the agenda to review. Unanimous vote was made to continue with the oral interviews. The vote was unanimous to keep reviewing polygraphs at the meetings.

It was ok'd by the committee, Undersheriff Oliver and Beth Prager to send the remaining candidates through for mini backgrounds to be completed.

Leo McCann requested a motion to go into Executive session at 10:39AM pursuant to Chapter 5 of ILCS ACT 120 SECTION 2(c)(1) and Chapter 5 of ILCS SECTION 2(c)(11). Motion made by Nick Gountanis, seconded by Kenneth Kessler.

The Commission reviewed (4) polygraph reports. 3 entry candidates will move on to oral interviews, 1 entry candidate was rejected.

The Commission interviewed (3) candidates. 2 lateral candidates will move on to polygraphs, 1 entry candidate was rejected.

The meeting was reconvened to regular session by Leo McCann at 12:23 PM.

Meeting adjourned on motion of Leo McCann, seconded by Nick Gountanis at 12:23 PM.

Next meeting date: Wednesday, May 15, 2019.