

## MINUTES

The Lake County Sheriff's Office Merit Commission met in a special session on Wednesday, December 4, 2019 at the County Building, 18 County Street, Waukegan, Illinois, with the following:

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

Also Present: Alejandra Gonzalez, Executive Assistant  
Lawrence Oliver, Undersheriff

Session called to order at 1:30 PM by Chairperson McCann.

No public comment.

Review of minutes (11/20); Approved. Motion to accept by Nick Gountanis seconded by Carmen Patlan.

Alejandra provided the board with a draft copy of the Merit Commission's Holiday Luncheon to review; Approved. The invitation was extended to the Merit Commission, Sheriff's office staff and County Board Member Cunningham.

Deborah reported on subcommittee meeting findings. The subcommittee reviewed lateral and incoming candidate questions. Deborah and Ken will review the promotional questions as well. Ken will contact IOSolutions to explain to them what the concerns were and what direction the board would like to go. The subcommittee provided IOS suggestions on how they would like the questions formulated. The revised questions will then be reviewed with the Commission as a whole. The Undersheriff added that the promotional in-basket exercise is key. Alejandra will request copies of the promotional questions and provide to Deb and Ken.

Alejandra updated the board the Deputy Entry tracking. All documents must be received by December 13<sup>th</sup>. First step of the process will begin on Monday, December 16<sup>th</sup>.

The board asked if they would routinely be sent Findings & Disciplines or what the actual steps were. The Undersheriff clarified that an employee can: a) pursue County policy b) union contract c) Merit Commission board. Arbitrational matters and grievances that are set thru the union, will notify the Merit Commission of the findings. Employee's cannot appeal to the Merit Commission because the decision is rendered by the Arbitrator is final.

Chairperson McCann requested a motion to go into Executive session at 1:53 PM 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 Ken Kessler.

The meeting was reconvened to regular session by Chairperson McCann at 3:03 PM.

Meeting adjourned on motion of Lee McCann, seconded by Nick Gountanis.

Next meeting date: Wednesday, December 18, 2019.