

MINUTES

The Lake County Sheriff's Office Merit Commission met in session on Wednesday, May 20, 2020 via Zoom with the following:

Present: Leo C. McCann, Chairperson
Ken 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 1:32 PM by Chairperson McCann.

No public comment.

Review of minutes (5/6); Approved. Motion to accept Nick Gountanis seconded by Ken Kessler.

The County building did not have availability in the large assembly room to host in-person meetings therefore it was agreed upon by the Board to hold the regular meeting on Wednesday, June 3 via zoom; no interviews and the special meeting on Wednesday, June 17 for in-person interviews.

The Board reviewed the estimate costs from IOSolutions for entry and lateral interviews as well as lieutenant and sergeant assessments totaling \$40,760. Ken Kessler suggested cutting out redoing the oral questions and re-write our own questions or continue to use the current questions. The assessment centers are a must and exams must be re-done because they are out of date. Another option would be to for-go custom questions and use shelf exams and have no Lake County specific questions. Deb Goldberg suggested starting at the most exigent level and spend the money needed and then go on to the next level when the Merit Commission has more funds available. The Sergeant's list expires August 15th, 2020. Undersheriff Oliver suggested to do as much as what is needed for Sergeants, limit the questions but change the exam and include the scenarios to move forward. For the lieutenant's test, the Undersheriff suggested changing the written exam and then next year or after to look at scenario-based testing.

Amy Eitapence joined the meeting to discuss cost estimates. Amy reviewed sergeants testing process: custom written exams as well as custom oral interviews. Currently the Merit Commission is using a supplemental custom exam. IOS rolled out a new off the shelf exam series this past year with fresh, new content, with updated sources on the reading list. With this new exam there is an option to drop sections, as well as replacing it with other items or have a lesser item exam. Oral interviews will remain the same process as before. IOS will develop new questions or the Commission can choose to keep question from the old process or can start

from scratch and develop all new questions. Assessment centers availability depends on how many exercises there are and what the exercises are. On average 8-12 candidates per day can be processed in the assessment center. Smaller agencies do not use assessment centers because they are costly and require a lot of attention. The Undersheriff believes the assessment centers are essential so that the Sheriff's office gets the best candidate for the promotion. Amy reviewed the different types of exercises offered for assessment centers: presentation, role play and/or written exercises. The Commission agreed to work on the written exams for lieutenants and sergeants, assessment center for sergeants and entry and lateral oral interviews as well as lieutenant scenario will be deferred.

Chairperson McCann requested a motion to go into Executive session at 2:22 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 Carmen Patlan.

The meeting was reconvened to regular session by Chairperson McCann at 2:37 PM.

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

Next meeting date: Wednesday, June 3, 2020.