

Kendall County Sheriff's Office Merit Commission
Public Safety Center, Conference Room
1102 Cornell Lane Yorkville, IL
October 11, 2019
Meeting Minutes

Call to Order — Shawn Flaherty

Pledge of Allegiance

Committee Members Present: Don Marrone-present; Janice Hightower-absent; Rob Delong-present; Jack Westphall-present; and Shawn Flaherty-present. With three of five members present, a quorum is made to conduct business.

Others Present: Chief Deputy Mike Peters, Commander Bobby Richardson, Commander Jason Langston, Deputy Commander Mitch Hattan, and Michelle Staie

Approval of Agenda - Member Flaherty made a motion to approve the agenda, seconded by Member Westphall. With all in favor, the motion carried.

Approval of the Minutes – Member Westphall motioned to approve with an amendment to the second to last sentence where the sentence says “Don” and should say “Rob.” This was seconded by Member Flaherty. With all in favor, the motion carried.

No public comment.

Items of Business

Old Business

Due to the audio recorder malfunctioning, the old business is recorded from notes rather than the audio recorder. The docket to be discussed was reviewing the promotional testing for patrol and correction division. Chief Deputy Peters focused on the results of the results from the Correctional Sergeants testing that was completed shortly before this meeting. The pros and cons of the different testing styles were discussed, as well as how much value a formal interview, an interactive interview, and the paper test should hold for the overall total score. Member Flaherty motioned to ratify, Member Westphall seconded. With all in agreement, the motion passed.

New Business

Chief Deputy Peters explained the time between the written test and how long it could to get to the ratification process. Member Flaherty verifies that Chief Deputy Peters intention that the current list of candidates could expire before the Sheriff's Office can offer them a position. Chief Deputy Peters agrees that unless there is a sudden retirement, there would not be a position to offer so the list could expire. Member Flaherty mentions reaching out to the three on the list. Commander Langston replies that two have completed a background packet and are still interested in the Sheriff's Office. The Sheriff's Office has not reached out to the third, because no positions were currently available. The Sheriff's Office was looking for approval for patrol

testing starting around April 12th. Member Flaherty makes a motion to authorize patrol testing process at a date determined by staff, Member Westphall seconded. With all in favor, the motion carried.

Chief Deputy Peters explains why lateral transfers are useful to a law enforcement agency. The Merit Commission and the Sheriff's Office rules and regulations already allow for this, but Chief Deputy Peters wanted the Commissions opinion on the subject. Member Delong motioned to approve the lateral transfers per the rules and regulations, and Member Flaherty seconded. With all in agreement, the motion passed.

Member Flaherty brings up the promotional exam weighting scale. Chief Deputy Peters explained how changing the weighted scale for the exams to favor the assessment over the written test. Commander Richardson explained more deeply what an assessment really entails, and why the skills and answers in an assessment can be more telling of actual skill than a written test can produce. Member Westphall motions a 60 assessment/40 written, Member Delong seconded, Member Marrone favors 70/30, and Member Flaherty passed the motions 60/40. With a majority, the 60/40 motion carried.

Chief Deputy Peters discusses our current practice and policy for our new hires and drug use due to the upcoming law change. The Sheriff's Office would like to keep the current policy of zero tolerance for drug use of any kind regardless of the legality of certain drugs such as marijuana. Maintaining a zero tolerance policy will protect the officer, the Sheriff's Office, and the county from both injury and liability.

Member Flaherty proposes to set the new dates for next year: 2nd Friday at 3:00pm of January, April, July, and October. January 10th, April 10th, July 10th, and October 9th. Member Westphall seconded. With all in favor, the dates were approved.

No other new business

No need for executive session.

No public comment, it was noted that the doors were open.

Next Meeting Date – January 10, 2019 at 3pm

Adjournment – Member Westphall made a motion, second by Member Delong to adjourn the Merit Commission meeting. With all in agreement, the meeting adjourned at 3:50 pm

Respectfully submitted,
Michelle Staie
Recording Secretary