

DeKalb County Sheriff's Merit Commission
Meeting Minutes
Thursday, September 1, 2022
11:30 AM

The Merit Commission met in the Sheriff's Conference Room at the DeKalb County Sheriff's Office.

I. Call to Order

Commissioner Bryan Perry called the meeting to order at 11:30 AM Thursday, September 1, 2022.

II. Roll Call

Commissioners present at the meeting were: Commissioners Bryan Perry and Anita Turner. Also present was Sheriff Andy Sullivan.

III. Approval of Agenda

Bryan Perry called for the approval of the agenda. Anita Turner moved to approve; Bryan Perry seconded. All were in favor. No opposition. Agenda was approved.

IV. Approval of Minutes

Minutes from the previous meeting held 06/17/2022 were reviewed by Commissioners. Bryan Perry called for approval of those minutes. Motion for approval was made by Anita Turner and seconded by Bryan Perry. All were in favor. No opposition. The minutes from 06/17/22 were approved.

V. Public Comment

Though it was an open public meeting, no audience was present.

VI. Correspondence

Sheriff Sullivan advised he has received no correspondence for the Commission.

VII. Lateral Transfer Request

Sheriff Sullivan requested authorization for (3) lateral transfers to the Corrections Division. Candidate A. currently works at Kendall County and has passed our background, psychological and polygraph exams. This female candidate has prior Corrections experience and Sheriff Sullivan believes she would be a good fit for our office. Candidate B. has 18 years Corrections experience, 13 years were with the Cook County Sheriff's Office where he obtained the rank of Sergeant. He currently works at Whiteside County Sheriff's Office. He has passed our background investigation but is pending the psychological and polygraph exams. Candidate C. currently lives in Wisconsin and has completed the background investigation. This candidate advised he would be willing to move within our residency requirement of 28 miles. Sheriff Sullivan advised he has recently extended the radius to 50 miles to try and increase the number of candidates we receive. Sheriff Sullivan advised Candidate C. has significant experience within Corrections and currently works at the Wisconsin Department of Corrections. He has also worked for a few other Sheriff's Office in Illinois before moving there. Sheriff Sullivan's only reservation on this candidate is that he seems to switch jobs often. This candidate still would need to pass a psych and polygraph exam. The commission had no questions, and were in favor of all lateral candidates, advising it is tough to get qualified people to apply. Bryan Perry made a motion to approve the lateral transfer requests for the Corrections Division and Anita Turner seconded the motion. All were in favor, motion passed.

VIII. Testing Update

Sheriff Sullivan advised we are 3 candidates short in the Communications center. At one point we were short 5, but we currently have 2 in training. The division is extremely overstressed, and it has been for quite some time. The Sheriff advised a few candidates we have hired have since left because of the mandated overtime and the stress that comes with the position. Sheriff Sullivan advised the Commission we recently conducted the Communications Written exam and are currently waiting for test results for the 15 candidates who took the test. We are expecting results tomorrow and will be scheduling the typing test next week. Sheriff asked the Commission for potential interview dates for the week of September 12th. The Commission agreed on 3 possible dates for interviews being Sept. 12th, 14th, and 15th.

Sheriff Sullivan advised we will also need to be testing for Corrections in the near future. The Sheriff presented the Commission with information on the National Testing Network advising that Sycamore and DeKalb PD also use this agency to gather more applicants. Sheriff Sullivan advised he thought this could potentially be another avenue to increase our applicant pool as well as relieve stress from the Merit Commission because it allows the candidates to take the exam from home which eliminates the need for the Commission to be available to administer the test. The National Testing Network is a national based system that has several types of tests to fit all our divisions. The membership cost for our department would be approximately \$500.00 a year. There is then a cost of approximately \$55.00 charged to the candidate to take the test. The benefit to the candidate is they then can send their results to any department who accepts this national based system. The National Testing Network's website states that there is a 147% increase in the size of the candidate pool and a 179% increase in the diversity of the candidate pool for departments who use this national based testing system. Sheriff Sullivan advised that he met with Chief Jim Winters from Sycamore PD who showed him the program and believes it has been beneficial for their agency. The Sheriff asked the Commission for their opinion and approval to switch to this testing system if they agree with the concept. After a short discussion about the benefits of the system, Anita Turner made a motion that the Sheriff look further into this new testing process and if he felt it was a good fit for us, that he has permission to move forward with it. Bryan Perry seconded the motion. All were in favor, motion passed.

IX. Old Business – Sheriff Sullivan advised the last lateral transfer request approved by the Commission was Stephanie Kroll for the Telecommunications Division. She has been hired, is currently in training and is doing well. She is a great addition to the team.

X. New Business – None

XI. Executive Session – None

XII. Adjournment

Bryan Perry called for a motion to adjourn. Anita Turner made the motion which was seconded by Bryan Perry. There was no opposition, the meeting was adjourned.