Present were Bryan Abramowitz, Jack Westphall, Amy Cesich, and Shawn Flaherty. Also present were Dwight Baird and Lisa Bowen.

The meeting was called to order at 5:02 p.m. and a roll call was taken of the members. Present were Bryan Abramowitz, Jack Westphall, Amy Cesich, and Shawn Flaherty. Four members present created the necessary quorum for voting purposes.

Abramowitz presented the agenda, motion to approve the agenda made by Westphall, second by Cesich. All in favor, motion approved.

Abramowitz presented the minutes of July 9, 2015, motion to approve the minutes made by Westphall, second by Abramowitz. All in favor, motion approved.

Abramowitz called for public comment. No public present. Abramowitz noted the doors are open and the public is able to come in.

Items of Business:

Abramowitz called for Newly appointed members of the Merit Commission, Amy Cesich and Shawn Flaherty. Baird introduced the new members and thanked them for being a part of the Merit Commission. Abramowitz welcomed the new members to the Merit Commission and mentioned it was nice to have the extra members. Baird stated that the ability to go to five members brings more diversity and different backgrounds to the table. Baird stated that all members need to complete the Open Meetings Act training online and get us a copy of the certificate when it is completed. Flaherty then provided his Open Meetings Act certificate.

Abramowitz called for Promotional testing results for Patrol Division. Baird thanked the members of the Merit Commission who participated in the promotional testing. Baird stated with the Collective Bargaining Agreement, the sheriff has the ability to choose from the top four. He stated since the top three were all within a point of one another, he felt it would be best to interview each of the three individually to get to know them a little better. Baird stated he went with the third candidate, Deputy Mitch Hattan, and he will be promoted later on this year. Baird stated that Deputy Hattan is the most senior of the three and has more of a diverse background and will bring a lot of experience to the table. Baird stated all three will make great sergeants and it just has to do with timing. Flaherty asked if in the collective bargaining agreement there is any recourse for guys one and two who are being skipped. Baird stated he would have to look at the grievance procedure and he doesn’t believe so but usually anything in a collective bargaining agreement is grievable. Flaherty stated he wouldn’t mind getting a copy of the CBA. Baird stated absolutely and he would get copies of the CBAs to all the Merit Commission members. Baird stated there are four contracts that the Merit Commission would have control over, those being the corrections sergeants, corrections deputies, patrol sergeants, and patrol deputies. Cesich asked which contracts are being negotiated this year. Baird stated all of them.
Abramowitz called for Approval of promotional testing for Corrections Division. Baird stated the written test is Monday, September 14. Baird stated if the board agrees, this testing will be conducted the same way the patrol testing was conducted. There will be no pass/fail on the written test. He stated everyone takes the written test and then they move on to the next step. Abramowitz stated the only consideration is the amount of time that it takes. He stated if the board were to look at the ten in the patrol division, those that scored in the bottom half of the written test, how did they score overall. Abramowitz asked is there really any value in taking everybody through the entire process if we can look back and say that the last two or three cycles we’ve gone through, the bottom third never really stood a chance. He stated what if in the future, there are 20 candidates, that is 20 oral interviews. Abramowitz wanted to know if there is a way to do it going forward that is fair and valid but doesn’t necessarily require everybody to go through the entire process. He stated if someone scores poorly enough in the written, unless everybody else completely misses the mark in the interviews, chances are nothing is going to change. It was decided to go back and look at the last 3-4 promotional testing cycles and review the scores of the bottom third of the written test and compare them to the overall scores of those same candidates after the oral interviews. Baird stated we would compile that information and have it ready to review at the next meeting. Motion to approve moving forward with corrections promotional testing made by Westphall, second by Cesich. All in favor, motion approved.

Abramowitz called for Review of the Merit Commission Rules. Baird stated the Merit Commission rules were drafted, written, and approved in 1976. He stated they were the original ones and haven’t been changed. Baird stated Chief Deputy Koster has worked very hard to get the rules up to date. Baird asked the board to review the attached updated Merit Commission Rules over the next few weeks and any comments or concerns should be given to Tracy and we will bring them back before the board. Baird stated he would like to have a special meeting in October to get these updated rules approved.

Baird stated one more thing he wanted to bring forward was about testing. He referred to a letter included in the board packet from Stanard & Associates, Inc. Baird stated we currently get our eligibility written test booklets for corrections and patrol from Stanard & Associates, Inc. for $20/test. Baird stated for $45, Stanard & Associates, Inc. will take care of the application process and everything, which Sheriff’s Office staff currently take care of. He stated the only thing we would have to do is advertise it and provide the physical location for the test to occur. Baird stipulated there is a provision that if it is a hardship case, we could waive that fee. Baird stated he wanted to give this information to the board for consideration and bring it forward at the next meeting.

Abramowitz called for a date in October to hold the special meeting. October 15, 2015 at 5:00 p.m. was agreed upon by all members.

Motion was made to adjourn the meeting by Cesich, second by Westphall. All in favor, motion approved.

Meeting adjourned at 5:45 p.m.

Respectfully submitted,

Lisa Bowen
Recording Secretary