



LAKE COUNTY SHERIFF'S MERIT COMMISSION

Jessica Rios, Executive Assistant

May 1, 2018

OUR MISSION

To provide professional, high quality, and effective personnel to the Sheriff's Office.



MEMBERS OF THE COMMISSION

- Leo C. McCann- Chairperson
- Kenneth Kessler, Vice-Chairperson
- David A. Northern Sr., Secretary
- Nick Gountanis, Treasurer
- Jessica Rios, Executive Assistant



WE THE MEMBERS

- Believe that our work has a vital impact on the quality of life in our community.
- Recognize the changing and diverse needs of the community.
- Promote and encourage a policy of professional individual excellence.
- Support an organizational climate of mutual trust and respect.

BRIEF HISTORY

- September 14, 2016
 - The Lake County Board enacted an ordinance creating the Lake County Sheriff's Office Merit Commission.
- The Merit Commission is a quasi-judicial administrative agency.
- It operates independently of both the Sheriff and the County Board, administering a system along recognized principles of public employment, promotion and discipline, as prescribed by state statute and county ordinance.

WHAT WE DO

- Testing and screening of Deputy Sheriff Candidates for certification to the Sheriff.
- Sergeant and Lieutenant promotional testing
- Conduct hearing on disciplinary charges when brought before Commission from the Sheriff's Office.
- Serve as grievance review option

OUTREACH/ ADVERTISING

- Lake County Website
- Employment Interest Form (Merit Commission Website Page)
- Theblueline.com
- Job Fairs
- Colleges/Universities
- Churches
- Illinois Department of Employment Security
- Naval Station Great Lakes
- Workforce Development



ENTRY DEPUTY SHERIFF

- **Requirements**
 - No Previous experience
 - US Citizen
 - Age 21
 - High School Graduate or GED
 - Valid Driver's License

ENTRY DEPUTY TESTING PROCESS

- \$25.00 FEE



On-Line Application

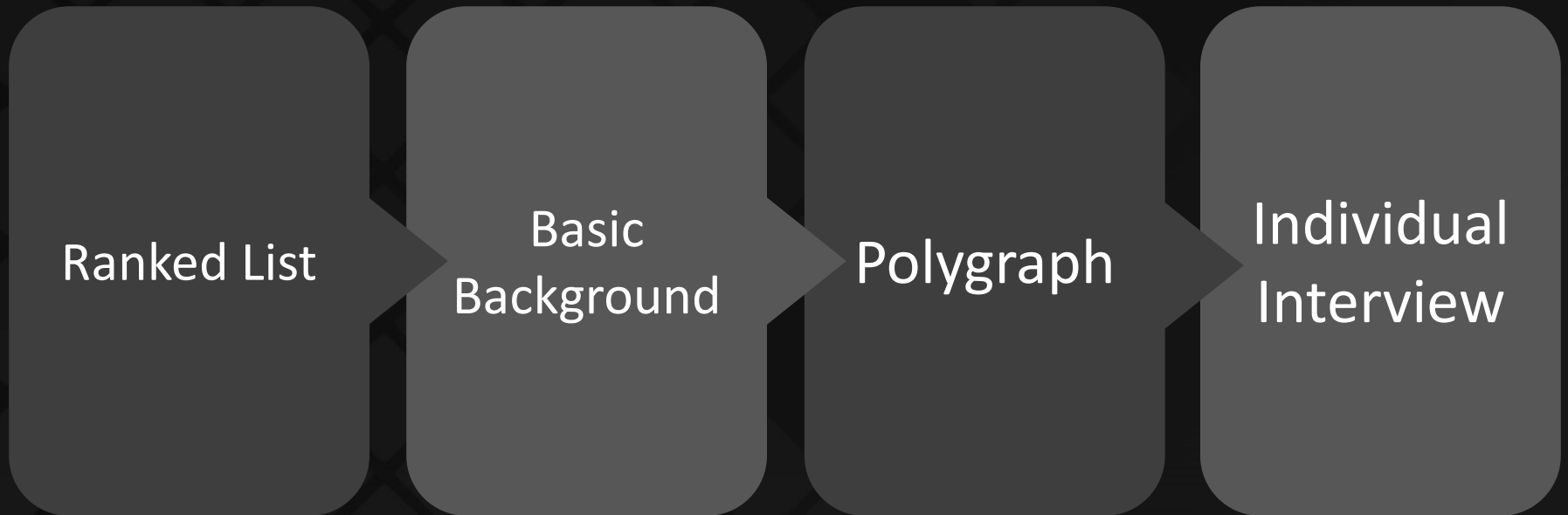


**Orientation and Physical
Agility Test**



Written Examination

ENTRY DEPUTY CERITIFICATION



LATERAL TRANSFER

Now accepting online Lateral Transfer Applications!

- Currently employed as a Deputy Sheriff or Municipal Police Officer
- Good standing in their department as of the date of certification by the Merit Commission
- Two years of full-time, continuous experience with the same law enforcement agency where currently employed
- Basic Police Officer Training, or successfully completed Basic Police Officer Training Program which can be transferred and accepted by the Illinois State Training Board

LATERAL TRANSFER CERTIFICATION PROCESS

1. Online-Application
2. Pre-Screening
3. Oral Interview
4. Polygraph Test
5. Complete background check conducted by Sheriff's Office
6. If needed after reviewing background, oral interview with Merit Commission
7. If successful, certified to the Sheriff's Office

ADDITIONAL REQUIREMENTS, LATERAL TRANSFER

- There is no application fee
- Complete a Supplemental Transfer Application
- When requested by the Merit Commission, applicants will be required to provide:
 - Copy of birth certificate or naturalization
 - Copy of high school diploma or GED
 - Copy of law enforcement certificate
 - EEO and release of authorization forms

PROMOTIONAL TESTING

- Lieutenant Promotional Testing was held in July, 2017
- Sergeant Promotional Testing was held in April, 2018
- Promotional examination comprised of five components:
 1. Written Examination
 2. Oral Interview
 3. Performance Evaluations
 4. Leadership Evaluations
 5. Seniority, Education, and Veteran points

ENTRY DEPUTY TESTING

- Application
 - May 1, 2018 until May 31, 2018
- Orientation and Physical Agility Testing
 - June 9, 2018 –Grayslake North High School
- Written Examination
 - June 24, 2018-Grayslake North High School

STATISTICS, ENTRY DEPUTY TESTING PARTICIPANTS

STEPS	Year: 2016 Number of participants	Year: 2017 Number of participants
Applications	224	180
Orientation	170	122
Power Test	153	104
Written Exam	120	84
Ranked List	93	60

CERTIFIED LIST OF ENTRY DEPUTY CANDIDATES

- Year 2016 through Year 2017
 - Certified by Merit Commission: 42
 - Hired as Deputy Sheriff: 7
- Year 2017 through Year 2018
 - Certified by Merit Commission: 17 (To Date)
 - Hired as Deputy Sheriff: 4 (To Date)

* We are currently working with the remaining candidates on the rank list as of May 1, 2018. The numbers are not final for year 2017 through 2018.*

QUESTIONS?





LAKE COUNTY
SHERIFF'S OFFICE
MERIT COMMISSION

THANK YOU!

