



GURNEE CIVIL SERVICE COMMISSION

MEETING MINUTES

January 28, 2025

Meeting called to order at 6:29 pm by Chairperson Bonds

Present - Ty Bonds, Chairperson
Diane Summers, Secretary / Commissioner
Erika Weiman, Commissioner

Absent - None

Staff - Christine Palmieri, Director of Human Resources; Brian Smith, Police Chief; Jeremy Gaughan, Deputy Police Chief

Public - None present

Pledge of Allegiance – Chairperson Bonds led the Pledge of Allegiance.

Public Comment – None

Minutes - Motion to approve December 17, 2024 Regular Minutes: motion by Summers, second by Weiman; all Aye

Motion to approve December 17, 2024 closed session minutes: motion by Summers, second by Weiman; all Aye

Bills - Motion to approve November 2024 bill from Franczek Radelet; motion by Summers, second by Weiman; all Aye

Executive Session – No items

New Business -

1. Candidate review and Certification / Non-Certification of Police Officer candidates on December 2024 eligibility list: Deputy Chief Gaughan discussed the results of the change in the Police Officer screening process with Command staff conducting all initial candidate interviews; DC Gaughan reviewed the reasons candidates were not continued past the interview process. Commissioners discussed the process and results. Commissioners were comfortable with continuing with the revised process. Commissioners did not certify the continuation of twenty five candidates and names will be removed from the eligibility list; all aye
2. Discussion of Police Apprenticeship Program: DC Gaughan discussed a new initiative in partnership with the College of Lake County. He has been involved with assisting CLC with the current criminal justice program curriculum. CLC has internship / apprenticeship programs across many industries but not in the criminal justice area. DC Gaughan and CLC have been working together to develop an apprenticeship program. The target audience is students from the high school Technical Campus in the criminal justice program that begin at CLC but current criminal justice students may also be considered. In general, after 3 years in the program and working for Gurnee, the student would be fast tracked for a position as a police

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officer with the department upon the recommendation of the Police Chief. DC Gaughan requested that the Commission adjust the hiring process for the intern students to waive the written test requirement and begin the screening process similar to a lateral police officer candidate. A student may transition right from high school into the apprenticeship program. DC Gaughan stated that no one else is doing this type of thing. His research indicated that Arlington Heights had a program for approximately 6 months but did not include an educational component and Santa Barbara, CA has a program but does not include an education component.

DC Gaughan explained the structure of the program – looking to hire 7 interns who would work 4 days a week and attend school 1 day a week, while earning full time salary and benefits plus the cost of tuition at CLC. Commissioner Summers inquired about how their pay would be covered; DC Gaughan indicated it is being included in the upcoming budget and with the eventual transition of the Communications Center to the consolidated agency, there will be funds available to cover the costs. Commissioner Weiman asked if there is any claw back provision regarding the tuition payment side if an intern leaves the program. DC Gaughan indicated that is not included as part of the agreement and explained with the low cost of tuition it would not be a burden. Commissioner Weiman also asked about candidate fit – if someone is not working out or the department doesn't feel it's the right person, how can that be adjusted? DC Gaughan stated that if someone doesn't work out in the program, CLC will work to find a replacement student. Chairperson Bonds asked about other testing components such as the POWER test and would they attend the police academy? DC Gaughan confirmed the intern would be subject to all the regular screening processes once eligible for consideration as a Police Officer with the exception of the written examination.

Chairperson Bonds raised the issue concerning under age alcohol consumption and other substance use that is more common among today's youth. DC Gaughan indicated that staff recognizes this is an ongoing issue and interns will be subject to the same policies as police officers and other department personnel.

Commissioner Weiman raised the issue concerning resiliency of younger candidates today and if there is an opportunity to incorporate ways to develop resiliency into the curriculum.

Commissioner Weiman asked about the compensation piece – was it competitive? DC Gaughan indicated that it would be around \$40,000 for each intern and that was based on what other internship / apprenticeship programs pay through the CLC programs. Commissioner Weiman offered to assist with providing comparative data from other companies on what interns are paid.

Commissioner Summers expressed a desire to get involved with the interns while they are still in the program; each Commissioner has background and

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experience that would be beneficial in providing guidance to the interns as they search for positions, how to develop good habits, etc. Discussion ensued on how Commission could be involved and at what stages. DC Gaughan indicated staff was open to partnering with the Commission. Further review will be given as to when Commissioners could be involved and how; Director Palmieri indicated need to be cautious of the open meetings act if all three Commissioners were together; further review will be conducted to understand the open meetings act and how the Commission can become involved in the program without triggering a violation.

Commissioners expressed excitement over the program and the prospects of creating a pipeline of future Police Officer candidates.

Confirmation of Next Meeting – February 25, 2025; a special meeting for interview of a Lateral Police candidate will be scheduled ahead of the regular meeting. Commissioner Summers will be unavailable for the February 25 meeting; Commissioners affirmed that they are comfortable with two Commissioners conducting the lateral Police Officer interview. Also confirmed interview date(s) of March 11 and/or March 13, 2025 for entry level police officer candidates.

Adjournment - motion to adjourn by Summers, second by Weiman; all aye.

Meeting adjourned at 7:58 pm

Prepared by Christine Palmieri on behalf of

Diane Summers

Secretary, Civil Service Commission