

**Merit Commission  
Coles County Sheriff's Office  
701 7<sup>th</sup> Street, Charleston, IL 61920-2102**

**MEETING**

**Coles County Sheriff's Office (CCSO) Merit Commission**

**Date:** March 18, 2025  
**Time:** 6:00 p.m.  
**Location:** Conference Room  
Coles-Moultrie 911 Center (CECOM)  
10500 State HWY 16, Mattoon, IL (East Entrance of Coles County Airport)

**AGENDA**

- **Call to Order**
- **Pledge of Allegiance**
- **Roll Call**
- **Approval of Minutes (November 19, 2024)**
  
- **Old Business**  
There is no Old or Unfinished Business to discuss or address
  
- **New Business**
  1. **Bylaw Change Proposal:**  
Change to allow corrections applicants who have prior acceptable corrections experience and corresponding Illinois Law Enforcement Training and Standards Board recognized certification(s) to be exempt from Computer-Based / Written Tests and the Oral Interview phases of the CCSO applicant screening process. Provides additional clarifying language to define "prior acceptable law enforcement or corrections experience." Changes the ILCS cite to the correct statute.  
  
**CURRENT:**  
**Article III – Section 3.5: "Prior Law Enforcement Experience Preference For Appointments"**  
"The Commission May Deem applicants with prior acceptable law enforcement experience as having met the following minimum requirements for hiring and will be exempt from taking the following screening steps: (55 ILCS 5/3-8008)
    1. Written Test
    2. Oral Interview

**PROPOSED CHANGE: (Changes are in *bold, underlined, italics*)**

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**Article III – Section 3.5: “Prior Law Enforcement or Corrections Screening Exemptions For Appointments.”**

“The Commission may deem applicants with prior acceptable law enforcement or corrections experience as having met the following minimum requirements for hiring, and will be exempt from taking the following screening steps:  
(55 ILCS 5/3-8010)

1. Computer-based or Written Test
2. Oral Interview

**“ ‘Prior acceptable law enforcement or corrections experience’ is defined as follows: Applicants must have completed a minimum of 12 months of continuous service with an agency in a law enforcement or corrections position and left service in good standing; possess current Illinois Law Enforcement Training and Standards Board (ILETSB) training certification(s) or equivalent federal or out of state certification(s) recognized by ILETSB for the position for which he/she is applying; no negatives in the ILETSB Professional Conduct data-base verification; and meet all applicable statutory requirements. Applicants must pass all remaining background and screening criteria.”**

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- Discussion and Vote On Above Article III – Section 3.5 Bylaw Change Proposal

Motion to Accept Proposal by: \_\_\_\_\_ 2<sup>nd</sup> by: \_\_\_\_\_

**CIRCLE ONE:     Aye / Nay / Abstain**

Rory Steidl	Aye / Nay / Abstain
Mike Martin	Aye / Nay / Abstain
Chad Reed	Aye / Nay / Abstain
Steve Ferguson	Aye / Nay / Abstain

**VOTE RESULT: PASS / FAIL**

- **Discussion:**     Further C/O, Promotional, and Patrol Deputy Testing
- **Next Meeting:**     6:00 P.M. - June 17, 2025– Conference Room CECOM
- **Adjourn**

**RCS**

Merit Commission  
Coles County Sheriff's Office

Regular Meeting  
March 18, 2025  
6:00 P.M.  
CECOM

VOTE TALLY

Bylaws Change Proposal

The following is a proposal to allow lateral hiring in CCSO Corrections, define “prior acceptable law enforcement or corrections experience,” and change the ILCS statutory cite.

Current:

Article III – Section 3.5

“Prior Law Enforcement Experience Preference For Appointments”

“The Commission may deem applicants with prior acceptable law enforcement experience as having met the following minimum requirements for hiring and will be exempt from the following screening steps. (55 ILCS 5/3-8008)

- 1. Written Test
- 2. Oral Interview

Proposed Change: (Changes in *bold, underlined, italics*)

Article III – Section 3.5

“Prior Law Enforcement *or Corrections* Experience *Screening Exemptions* For Appointments”

“The Commission may deem applicants with prior acceptable law enforcement *or corrections* experience as having met the following minimum requirements for hiring and will be exempt from taking the following screening steps: (55 ILCS 5/3-8010)

- 1. *Computer-based or* Written Test
- 2. Oral Interview

“ ‘Prior acceptable law enforcement or corrections experience’ is defined as follows: Applicants must have completed a minimum of 12 months of continuous service with an agency in a law enforcement or corrections position and left service in good standing; possess current Illinois Law Enforcement Training and Standards Board (ILETSB) training certification(s) or equivalent federal or out of state certification(s) recognized by ILETSB for the position for which he/she is applying; no negatives in the ILETSB Professional Conduct database verification; and meet all applicable statutory requirements. Applicants must pass all remaining background and screening criteria.”

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Motion to Accept by: \_\_\_\_\_

2<sup>nd</sup> by: \_\_\_\_\_

CIRCLE ONE:      Aye / Nay / Abstain

- Rory Steidl            Aye / Nay / Abstain
- Mike Martin           Aye / Nay / Abstain
- Steve Ferguson       Aye / Nay / Abstain
- Chad Reed             Aye / Nay / Abstain
- Leon Smith            Aye / Nay / Abstain

**RCS**