Merit Commission
Coles County Sheriff's Office
701 7th Street, Charleston, IL 61920-2102

MEETING

Coles County Sheriff's Office (CCSO) Merit Commission

Date: **November 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 (August 19, 2025)**

- **Old Business**
  There is no Old or Unfinished Business to discuss or address

- **New Business**

  - Vote on lateral hire of Nathan Haas as Patrol Deputy

    - Sheriff Kent Martin has requested that the Merit Commission approve the lateral hire (pursuant to Merit Commission bylaw **Article III – Section 3.5 "Prior Law Enforcement Experience Preference For Appointment"**) of Nathan Haas as a Patrol Deputy. Haas has served one year with Eastern Illinois University PD, and approximately ten years with IL Department of Corrections. The background investigation, ILETSB status verification, Admin Interview, psychological exam, and credit check have been completed. No negatives to hiring have been revealed, and the impression is very positive.

- **Discussion:** C/O, Promotional, and Patrol Deputy Testing

- **2026 Regular Meeting Schedule**

- **Next Meeting**: 6:00 P.M. - March 17, 2026 – Conference Room CECOM

- **Adjourn**

RCS

Merit Commission
Coles County Sheriff's Office

Regular Meeting
November 18, 2025
6:00pm
CECOM

VOTE TALLY

Sheriff Kent Martin's Request to Laterally Hire Nathan Haas as Patrol Deputy

Sheriff Kent Martin has requested that the Merit Commission approve the lateral hire of Nathan Haas, an applicant who has recently resigned – in good standing – from EIU PD after approximately one year of service. Mr. Haas previously served approximately ten years with the IL Department of Corrections as a Correctional Officer.

The background check, including interviews with prior employers, peripherals in his personal life, a neighborhood canvas, a thorough credit check, IL Law Enforcement Training and Standards Board status verification, an Admin Interview with Sheriff Martin and staff, and a psychological exam have all been completed. No negatives have been revealed, and the impression is very positive.

Merit Commission Bylaw, Article III – Applicant Certification – Section 3.5 "Prior law Enforcement Experience Preference for Appointments" states:

"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

Proposal:
Shall the Coles County Sheriff's Office Merit Commission grant the exemption from Written Test and Oral Interview provided in Article 3, Section 3.5 of the Commission Bylaws, and approve the lateral hire of Nathan Haas as a Coles County Sheriff's Office Patrol Deputy subsequent to successful completion of the remaining required steps in the hiring process and upon recommendation of Sheriff Kent Martin?

Motion to Accept/Approve by: _____ 2nd 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
Leon Smith	Aye	/	Nay	/	Abstain

RCS