

Lancaster County Sheriff's Office
Merit Commission Meeting Minutes
September 8, 2020

Meeting was called to order at 0818 hours. Bailey pointed out the Open Meetings Act, which was posted on the door of the meeting room.

Members present: Deputy Troy Bailey, Mike Thew and Troy Hawk. Also present were Sheriff Terry Wagner, Chief Deputy Todd Duncan, Captain John Vik and Sergeant Drew Bolzer.

Motioned by Hawk to approve the minutes from the June 9, 2020 meeting. Seconded by Thew. Motion carried, 3-0.

The eligibility list, certified February 25, 2020, was utilized to hire the top three applicants and was about to expire. The board was being asked to recertify it because there had been three resignations (Captain Josh Clark, Deputy Scott Rosploch and new recruit Ryan Fee) and Chief Duncan has given notice of resignation. There are still some viable candidates on the current list, and it takes about four months to go through the hiring process. The next academy class begins in January so there wouldn't be time to get staff hired by then. Hawk motioned to approve recertification of the list. Seconded by Thew. Motion carried, 3-0.

With the departure of Captain Clark, a promotion will be made from sergeant to captain, and a sergeant promotion will then be made from the deputy staff. If a captain or sergeant is promoted to Chief Deputy, there will be promotion(s) needed to fill that/those position(s) as well. The labor force had given feedback that the testing and interview process from the last sergeant promotion seemed fair and impartial so the board was being asked to update the Merit Commission Rules and Regulations, Article VII – Promotions, to reinstate similar language as was used for the previous process which expired December 31, 2018. Thew recommended that language be incorporated to indicate what method would be used for examination when posting the notice of testing. "Such notice shall include a description of the method for the examination" was added under Section 2: Notices. Thew motioned to approve as revised, subject to legal counsel. Bailey seconded the revision, subject to legal counsel. Motion carried, 3-0.

Sergeant Bolzer presented information that Zelle HR Solutions has been commissioned to assist with developing and implementing a marketing and recruiting strategies for new deputies. As of 2019, nationwide applications for law enforcement have been down 48-64%, so the Lancaster County Sheriff's Office is taking a proactive attempt to hire capable, diverse and qualified employees with the same core values, regardless of experience. This service is being funded by using seized assets.

The next meeting is scheduled for December 8, 2020 at 0815 hours.

Thew motioned to adjourn the meeting. Seconded by Hawk. Motion carried, 3-0. Meeting adjourned at 0852 hours.