

Oneida County CIVIL SERVICE COMMISSION MEETING – March 25, 2014

Members present: Tim Melms, Bruce Rhode, John Vanney, and Mary Martin. Also present during the meeting were Sheriff Hartman, Lt. Hess, Lt. Gauthier, Officers Bryan Wege, Scott Bornberg and Brian Barbor. Also present were Randy Ingram, business agent for the Wisconsin Professional Police Assn., and Jon Anderson, Lakeland Times. Commission member Bernie Dart was absent.

The meeting was called to order at 1:04 p.m. by Chair John Vanney. The meeting was properly noticed in accordance with the Wisconsin Open Meeting Laws.

The agenda for the March 25, 2014 meeting was approved on a motion by Rhode, seconded by Martin. All members voting "aye." MC

The minutes for the Feb. 24, 2014 meeting were approved on a motion by Melms, seconded by Rhode. All voting "aye." MC

Discussion followed concerning filling the vacancy for the position of chief deputy. Sheriff Hartman said candidates will be tested on April 12 and the soonest the commission would be able to interview candidates would be April 28. The date of May 1, 2014 was set to interview candidates for the chief deputy position.

Discussion followed on establishing an eligibility list for entry level candidates for the sheriff's office. Sheriff Hartman said physicals for those applying will be May 17, 2014. The Commission will meet May 19 and May 20, 2014 to interview entry level candidates for position(s) for deputy sheriff.

Chair Vanney brought up, for discussion and action, the present matrix used to evaluate the positions of sergeants, detective sergeants and lieutenants. Vanney said the Commission is charged with picking the best candidates for these positions and the present matrix does to allow this. The present matrix gives the Commission 25% for the oral interview and 10 points for the overall evaluation of a candidate. Discussion followed with the officers present.

On motion by Melms, seconded by Rhode the matrix changed the performance evaluations for sergeant, detective sergeant and lieutenant from 25% from 20% and to raise the oral interviews to 30% from 25%. All voting "aye." MC

Sheriff Hartman said the performance evaluation process needs upgrading and review and he agreed to work with other officers to bring the evaluations up to standard with an annual or biannual review of the matrix. On a motion by Melms, seconded by Rhode, the commission directed the sheriff to present new performance evaluations to the Union. All voting "aye." MC

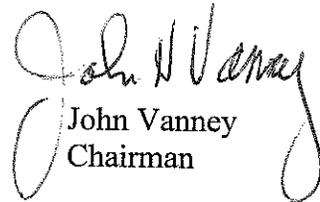
On a motion by Melms, seconded by Martin, the Commission ordered an eligibility list be created for sergeants, detective sergeants and lieutenants positions and directed the Sheriff to post the same.

Future dates for the commission to meet include May 1, 2014 at One o'clock to interview candidates for chief deputy and May 19 and 20, 2014 for entry level candidate's interviews.

There being no other business a motion was made by Martin and seconded by Melms to adjourn at 2:23 p.m.



Mary Martin,
Secretary



John Vanney
Chairman