

Waukegan Civil Service Commission
100 N. Martin Luther King Jr. Avenue, Waukegan, Illinois 60085
Human Resources Department- Second Floor, City Hall

Diane Verratti
Chairman
Charles Perkey
Commissioner
Gene Decker
Commissioner

Hector Rodriguez Jr.
Co-Chair
Patti Flesher
Commissioner
Tameika Jones
Secretary/Staff Liaison

**Proposed Amendments to the Rules and
Regulations of the City of Waukegan Civil Service Commission**

Pursuant to Division I: *Administration*, Section K: *Amendments to the Rules*, it reads as follows:

“Proposed amendments to these Rules may be made at any meeting of the Commission, and shall be done in consultation with the Mayor and Corporation Counsel. The proposed amendments shall be posted for a no less than thirty (30) days prior to adoption, and reported to the City Council prior to enactment.”

I. Section III(A)(3)(ii) is hereby amended to read as follows:

Applicant must be at least 21 years of age at time of hire, but may be 20 years of age at the time of application and testing. Applicants shall not be over the age of 34 at the time of application, except that any applicant over 34 with prior full-time work experience as a peace officer, firefighter, or paramedic may apply in their same service. Applicants who are granted a place on the final eligibility list prior to their reaching 21 years of age shall automatically be passed until such time as they become 21 years of age, without such passes counting as waivers under subsection H of this Division.

II. Section III(D) is hereby amended to read as follows:

D. Oral Interview. This component shall be scored pass/fail ~~on a 100-point scale~~, based on merit criteria as determined by the Commission, in consultation with the department Chief and Human Resources, and shall include a structured interview which shall be conducted by an Interview Panel comprised of a quorum of the Commission. ~~The minimum passing score of the Subjective Component shall be 70.~~ Candidates who do not receive a passing score on the Subjective Component will be removed from further consideration.

III. Section III(E) is hereby amended to read as follows:

D. Initial Eligibility List. An applicant's position on the list is determined by the following examination components, graded on a 100-point scale, based on the following:

For Waukegan Police Department Applicants:

- Written exam score weighted ~~60%~~, and 100%
- ~~Subjective Component score weighted 40%.~~

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For Waukegan Fire Department Applicants:

- Written exam score weighted ~~55%~~ 100%
- ~~Subjective Component score weighted 35%; and~~
- ~~Fire Department Physical Agility Test weighted 10%~~

The Initial Eligibility List will be posted within 60 days after the ~~Subjective Component~~ written exam is completed.

IV. Section III(F) is hereby amended to read as follows:

D. Preference Points. The City or its assigned testing agent shall send written notice to qualified applicants on the Initial Eligibility List of the opportunity to apply for preference points within 10 business days of posting the Initial Eligibility List.

No more than 30 points may be awarded as follows:

- (1) Education: 0-5 points (5 points shall require, at minimum, a Bachelor's Degree in a relevant field of study)
- (2) Licenses or Certifications: 0-5 points (Paramedic's license, certification as a law enforcement officer, etc.)
- (3) Other: 0-5 (bilingual, cadet program, etc.)
- (4) Veteran Status: 5 points (Requires a minimum of one-year active service and an honorable discharge)
- (5) Experience: 0-5 points (award of these points cannot be used to move above an applicant on the list with veteran points)
- (6) Residency: 0-5 points (~~Long term Waukegan resident~~, Current Waukegan Resident, ~~Lake County Resident, etc.~~)

V. Section (1) is hereby amended to read as follows:

Additional Professional Testing. Employment is subject to the following professional examinations (which are not subject to appeal rights) performed by outside consultants appointed by the Commission in consultation with the Chief or designee:

1. Background: Pass/Fail
2. Police Department Only: Psychological ~~and/or Polygraph~~: Pass/Fail
3. Medical: Pass/Fail

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VI. Section II Classifications should be amended to read as follows:

C. The following Ranks shall be maintained:

1. In the Police Department:
 - i. ~~Lieutenant~~
 - ii. Sergeant
 - iii. ~~Patrolman~~ Patrol Officer