GURNEE CIVIL SERVICE COMMISSION

MEETING MINUTES

August 25, 2026

Meeting called to order at 6:30 pm by Chairman Bonds

Present - Ty Bonds, Chairman
Diane Summers, Secretary / Commissioner
Erika Weiman, Commissioner

Absent - None

Staff - Mayor Tom Hood
Christine Palmieri, Director of Human Resources
Jeremy Gaughan, Police Chief
Jason Kalinowski, Deputy Police Chief
David Douglass, Deputy Fire Chief
Heather Galan, Director of Public Works
Erica Wells, Assistant Finance / HR Director

Public - None present

Pledge of Allegiance – Chairman Bonds led the Pledge of Allegiance.

Public Comment – None

Minutes - Motion to approve July 28, 2026 Regular Meeting Minutes: motion by Summers, second by Weiman; all Aye

Motion to approved Executive Session minutes of July 28, 2026: motion by Summers, second by Weiman; all Aye

Bills – no bills

Executive Session – No items

New Business -

1. Certification / Non-Certification of Police Officer candidates on the April 2026 final eligibility list: Commissioners did not certify the continuation of nineteen candidates and names will be removed from the eligibility list; all aye
2. Certification / Non-Certification of Firefighter / Paramedic candidates on the November 2025 final eligibility list: Commissioners did not certify the continuation of five candidates and names will be removed from the eligibility list; all aye
3. Review of draft and approval of 2027 meeting schedule; Commissioner reviewed and approved; motion by Summers, second by Bonds; all Aye
4. Review / Discussion / Approval of Civil Service Rules and Regulations with Mayor Hood; HR Director Palmieri gave an overview of the recommendations for changes to the Civil Service rules and regulations and role of the Commission in entry level processes; Mayor Hood spoke to the Commission to thank them for their work and the recommendations are not a reflection on the Commission's work; Mayor Hood stated that we want the best candidates, faster hiring process to ensure the safety of the community and that expediency is needed in the hiring process; Mayor Hood indicated the Commission would remain part of the promotion process and the recommendations are still pending Village Board approval; Commissioners expressed their thoughts concerning the recommendations and concern over how

MEETING MINUTES

the information was presented; Commissioners expressed they felt they added a different perspective and value to the process that are different than the day to day perspective of those working in the Village; Commissioners also reiterated that there has been a lot of work on diversity over the years and to ensure that the perspective of diversity is not lost in future hiring; the importance of ensuring that candidates have knowledge of diversity and other aspects and that more training and exposure may be needed once hired to ensure candidate understand community perspectives. No action taken on revised rules. Pending Village Board review and approval.

Confirmation of Next Meeting – September 22, 2026

Adjournment - motion to adjourn by Bonds, second by Summers; all aye.

Meeting adjourned at 7:08 pm

Prepared by Christine Palmieri on behalf of

Diane Summers
Secretary, Civil Service Commission