



**DuPage County Sheriff's  
MERIT COMMISSION**

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**Tony Reyes**  
CHAIRMAN

**Christopher Kachiroubas**  
VICE CHAIRMAN

**Frank Gravina**  
SECRETARY

September 21, 2023

Chair Deborah Conroy  
DuPage County Board  
421 N. County Farm Road  
Wheaton, IL 60187

RE: Request for Increase in Annual Compensation for Merit Commissioners

Dear Chair Conroy,

The DuPage County Sheriff's Merit Commission respectfully requests that the DuPage County Board consider approval of an increase in the amount of annual compensation currently paid to Merit Commissioners for their attendance at Merit Commission meetings. The current annual compensation is Four Thousand Eight Hundred Dollars (\$4,800).

The DuPage County Sheriff's Merit Commission serves an important role in the County's law enforcement system. The Commission sets standards for recruitment of deputy sheriffs and evaluates, interviews, and certifies candidates for employment as deputy sheriffs. The Commission sets standards, qualifications, and testing criteria for promotion of deputies to Sergeant and Lieutenant. The Commission also ensures the integrity and professionalism of Sheriff's sworn personnel through the conduct of disciplinary proceedings. I believe that the Merit Commissioners' dedication in undertaking these obligations has had no small role in making DuPage the finest Sheriff's Office in the State of Illinois.

The tasks of the Commission in fulfilling its obligations are sizeable. For instance, the Commission must administer separate entrance examinations for applicants for the Corrections Bureau and the Law Enforcement Bureau. Each candidate must then be personally interviewed by the Commissioners. To obtain one certifiable deputy sheriff candidate, the Commission must process, review, and assess about 15 applications.

The time and commitment required of the Commissioners for these tasks is substantial. In addition to the Commission's regular monthly business meeting, the Commission generally holds one to two additional meetings each month for one-on-one interviews and other deputy sheriff applicant evaluation work. These special Commission meetings require not only time away from regular jobs and personal business, but also require significant preparation time. Additionally, disciplinary proceedings brought before the Commission routinely extend several months, with many of the hearings lasting over four hours. With

the ongoing shortage of sworn personnel, the demands of the Merit Commissioners' responsibilities will increase over time.

The Merit Commissioner's current annual compensation has not increased in thirteen years (FI-0187-10). While each Commissioner is honored to serve the public through their office, they are finding that the current amount compensates them less and less for the increased demands on their time.

Accordingly, after due consideration, the Merit Commission respectfully requests an increase in the Commissioner's annual compensation to Ten Thousand Dollars (\$10,000), beginning in the County's next fiscal year (FY2024).

Thank you for your consideration. The Commission will be happy to provide any assistance which may be needed relative to this request.

Respectfully submitted,

  
**Signature on file**

Tony Reyes, Chairman  
DuPage County Sheriff's Merit Commission

cc: Jason Blumenthal, Policy and Program Manager  
Nick Kottmeyer, Chief Administrative Officer  
Jeffrey Martynowicz, Chief Financial Officer