

1 CITY OF EAST CHICAGO
2 OFFICE OF CIVIL SERVICE COMMISSION
3 POLICE DEPARTMENT
4
5

6 IN RE:)
7 REGULARLY SCHEDULED)
8 MEETING)
9 _____)

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11
12 TRANSCRIPT OF PROCEEDINGS

13 The transcript of proceedings as held via video
14 conference on Tuesday, April 20, 2021, commencing at or
15 about 5:02 p.m. CST, and as reported by JANELLE ROBINSON,
16 Notary Public, Associate Reporter.
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23 MARILYN M. JONES & ASSOCIATES, LTD.
24 COMPUTER-ASSISTED REPORTERS
25 1416 FRANKLIN STREET
MICHIGAN CITY, INDIANA 46360
(219) 879-4077

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COMMISSION MEMBERS PRESENT:

HENRY RODRIGUEZ

RICARDO CHAVARRIA

LORA KOKOT

RODOLFO SANCHEZ

TAMMY SLOSS

ALSO PRESENT:

POLICE CHIEF ROSARIO

ENEDINA RODRIGUEZ
Recording Secretary

APPEARANCES:

LEVINSON & LEVINSON
BY: SHANA D. LEVINSON
384 West 80th Place
Merrillville, Indiana 46410
(219) 769-1164

Appearing on behalf of the East Chicago
Police Merit Commission

(No members of the general present.)

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1 Tuesday, April 20, 2021 --

2 (At or about 5:02 p.m. EST, all parties
3 present via video conference.)

4 COMMISSIONER RODRIGUEZ: Good evening,
5 everyone -- or good afternoon. I'd like to call
6 this -- I'd like to call this meeting of the
7 East Chicago Police Merit Commission for Tuesday,
8 April 6 (sic), 2021, I'd like to call it to order.
9 May I have a roll call, please?

10 MS. RODRIGUEZ: Commissioner Chavarria.

11 COMMISSIONER CHAVARRIA: Here.

12 MS. RODRIGUEZ: Commissioner Kokot.

13 COMMISSIONER KOKOT: Here.

14 MS. RODRIGUEZ: Commissioner Rodriguez.

15 COMMISSIONER RODRIGUEZ: Here.

16 MS. RODRIGUEZ: Commissioner Sanchez.

17 COMMISSIONER SANCHEZ: Here.

18 MS. RODRIGUEZ: Commissioner Sloss.

19 COMMISSIONER SLOSS: Here.

20 COMMISSIONER RODRIGUEZ: Can I have a motion
21 for the approval of minutes -- or the agenda, I'm
22 sorry.

23 COMMISSIONER SLOSS: Motion to approve the
24 minutes.

25 COMMISSIONER RODRIGUEZ: May I have a second,

1 please.

2 COMMISSIONER SANCHEZ: I'll second that.

3 COMMISSIONER RODRIGUEZ: May we have a roll
4 call.

5 MS. RODRIGUEZ: Is this for the agenda or the
6 minutes?

7 COMMISSIONER RODRIGUEZ: The agenda, yeah.
8 It's an approval for the agenda, Dina.

9 MS. RODRIGUEZ: Okay.

10 THE REPORTER: Who gave the second?

11 MS. RODRIGUEZ: Commissioner Sanchez.

12 COMMISSIONER SANCHEZ: I gave the second.

13 THE REPORTER: Thank you.

14 COMMISSIONER RODRIGUEZ: Okay. Well --

15 MS. RODRIGUEZ: I'm sorry, Henry, did you say
16 roll call?

17 COMMISSIONER RODRIGUEZ: Yes.

18 MS. RODRIGUEZ: Commissioner Chavarria.

19 COMMISSIONER CHAVARRIA: Yes.

20 MS. RODRIGUEZ: Commissioner Kokot.

21 COMMISSIONER KOKOT: Yes.

22 MS. RODRIGUEZ: Commissioner Rodriguez.

23 COMMISSIONER RODRIGUEZ: Yes.

24 MS. RODRIGUEZ: Commissioner Sanchez.

25 COMMISSIONER SANCHEZ: Yes.

1 MS. RODRIGUEZ: Commissioner Sloss.

2 COMMISSIONER SLOSS: Yes.

3 COMMISSIONER RODRIGUEZ: Okay. Approval -- a
4 motion to -- for the approval of the minutes for
5 the regular meeting, March 16, 2021. May I have a
6 motion?

7 COMMISSIONER SLOSS: Motion to approve the
8 minutes for the 16th.

9 COMMISSIONER RODRIGUEZ: Second?

10 COMMISSIONER KOKOT: Second.

11 COMMISSIONER RODRIGUEZ: Can we have a roll
12 call, Dina?

13 MS. RODRIGUEZ: Just a quick correction,
14 those are the minutes for April 6th.

15 COMMISSIONER SLOSS: Sorry.

16 MS. RODRIGUEZ: The agenda has today's date
17 but they are for April 6th.

18 COMMISSIONER SLOSS: Sorry. All right,
19 April 6th. Motion to approve.

20 COMMISSIONER RODRIGUEZ: Okay. Yeah, you're
21 right, not paying attention here, I'm not. Okay.
22 Motion to approve the minutes for April 6th.

23 MS. RODRIGUEZ: Commissioner Chavarria.

24 COMMISSIONER CHAVARRIA: Yes.

25 MS. RODRIGUEZ: Commissioner Kokot.

1 COMMISSIONER KOKOT: Yes.

2 MS. RODRIGUEZ: Commissioner Rodriguez.

3 COMMISSIONER RODRIGUEZ: Abstain.

4 MS. RODRIGUEZ: Commissioner Sanchez.

5 COMMISSIONER SANCHEZ: Yes.

6 MS. RODRIGUEZ: Commissioner Sloss.

7 COMMISSIONER SLOSS: Yes.

8 COMMISSIONER RODRIGUEZ: Motion passes.

9 Number five, correspondence or other
10 communications. The hiring process, 13 applicants
11 showed up for the test date, six passed the
12 written and agility.

13 MS. RODRIGUEZ: Henry, that's the agenda from
14 the -- from the other meeting.

15 COMMISSIONER RODRIGUEZ: Oh, geez. Okay.

16 MS. RODRIGUEZ: It's not tonight's.

17 COMMISSIONER RODRIGUEZ: Miss one meeting and
18 all of a sudden . . .

19 MS. RODRIGUEZ: Yeah.

20 COMMISSIONER RODRIGUEZ: Okay. Well, you
21 know what, I -- I don't have the --

22 MS. RODRIGUEZ: Tonight's. Here, do you want
23 me to read it off?

24 COMMISSIONER RODRIGUEZ: Yeah, would you
25 please.

1 MS. RODRIGUEZ: Sure. So, under
2 correspondence and other communications we have
3 the hiring process update. The polygraph exams
4 were on April the 15th, everybody should have been
5 e-mailed a copy of those results within the last
6 couple days. We need to set the interview dates,
7 I don't know if any -- everybody has had a chance
8 to review.

9 COMMISSIONER SLOSS: Okay. Pause for a
10 minute, Dina. Everybody has had a chance, we just
11 got it on the 15th, but we need to have an
12 executive session so we can have a discussion
13 before we even go to the next step. But we can
14 possibly go ahead and set the interview dates, but
15 we definitely need to have a discussion for -- it
16 should have been one scheduled, but I guess
17 because we just got it there wasn't enough time to
18 set an executive session prior to this meeting.

19 COMMISSIONER RODRIGUEZ: I -- I agree with
20 that. I think we should have, just to make this
21 proper, a special meeting -- probably a special
22 meeting with an executive session this week.
23 Yeah, like Tammy said, we can go ahead and
24 schedule the polygraphs.

25 COMMISSIONER SLOSS: You mean interviews.

1 COMMISSIONER RODRIGUEZ: Yeah, I mean
2 schedule the interviews. So, I'd like to see
3 about, Dina, when do you think, what do you have
4 for a special meeting with the executive session?

5 MS. RODRIGUEZ: I have to do the 48-hour
6 notice.

7 COMMISSIONER RODRIGUEZ: Right.

8 MS. RODRIGUEZ: You can either do it Friday
9 the 23rd or Monday the 26th.

10 COMMISSIONER SLOSS: Friday the 23rd would be
11 the best.

12 MS. RODRIGUEZ: Just an FYI for me, I won't
13 be able to attend either date because I have prior
14 commitments on both of those dates.

15 COMMISSIONER RODRIGUEZ: Okay.

16 COMMISSIONER SLOSS: But I could keep the
17 notes and send it to you, Dina, or to the court
18 reporter, whichever one.

19 MS. RODRIGUEZ: Well, you're having a special
20 meeting as well?

21 COMMISSIONER SLOSS: We need the -- we need
22 the executive session, yes, for the special
23 meeting so we decide if we're purging anyone.

24 COMMISSIONER RODRIGUEZ: Yes, to discuss
25 the -- the polygraphs.

1 MS. LEVINSON: When do the rest of you want
2 to do it, Friday or Monday? Or do those work for
3 you?

4 COMMISSIONER RODRIGUEZ: Anybody for Friday?
5 Any issues with Friday?

6 COMMISSIONER SLOSS: Lori, Rick and Rudy, can
7 you unmute and tell Henry?

8 COMMISSIONER KOKOT: I'm -- I mean, I can --
9 as long as it's via Zoom I can do Friday.

10 COMMISSIONER SLOSS: It's going to be Zoom,
11 Lori.

12 COMMISSIONER RODRIGUEZ: Yeah.

13 COMMISSIONER KOKOT: Yeah, well, then -- then
14 I can, I'm fine.

15 COMMISSIONER SANCHEZ: I can do it.

16 COMMISSIONER RODRIGUEZ: Okay, Rudy.

17 COMMISSIONER SANCHEZ: Yeah.

18 COMMISSIONER RODRIGUEZ: What about you,
19 Rick?

20 COMMISSIONER CHAVARRIA: Yeah, what time
21 though, Henry?

22 COMMISSIONER RODRIGUEZ: Anybody have a
23 problem with the usual time?

24 COMMISSIONER CHAVARRIA: Four-thirty?

25 COMMISSIONER RODRIGUEZ: Four-thirty.

1 COMMISSIONER KOKOT: Yeah, that's fine.

2 COMMISSIONER RODRIGUEZ: Okay. Chief, any
3 problem?

4 CHIEF ROSARIO: No.

5 COMMISSIONER RODRIGUEZ: No, okay. So, I
6 guess --

7 COMMISSIONER SLOSS: So, Chief --

8 COMMISSIONER RODRIGUEZ: -- Friday the 23rd,
9 4:30 executive session and then a meeting right
10 after, five o'clock.

11 COMMISSIONER SLOSS: Question. Chief, can
12 you and the Deputy Chief be there?

13 CHIEF ROSARIO: Deputy Chief is on vacation,
14 he leaves out of town tomorrow.

15 COMMISSIONER SLOSS: Okay. Can you be there?

16 CHIEF ROSARIO: Uh-huh.

17 COMMISSIONER SLOSS: Okay.

18 COMMISSIONER RODRIGUEZ: Okay.

19 MS. RODRIGUEZ: Janelle, will you be able to
20 attend the special meeting at five?

21 THE REPORTER: Friday, was that?

22 MS. RODRIGUEZ: Yes.

23 THE REPORTER: Yes.

24 MS. RODRIGUEZ: Okay.

25 COMMISSIONER RODRIGUEZ: Okay.

1 MS. RODRIGUEZ: So, I'll send you the
2 information.

3 COMMISSIONER RODRIGUEZ: So everybody is good
4 to go? We need a motion, don't we? We should
5 have a motion to have a special meeting --
6 executive session at 4:30 and a special meeting at
7 five o'clock on Friday, April 23th. Can I have a
8 motion?

9 COMMISSIONER CHAVARRIA: Make a motion.

10 COMMISSIONER RODRIGUEZ: I have got a motion.

11 COMMISSIONER SANCHEZ: I'll second that one.

12 COMMISSIONER RODRIGUEZ: Second. Roll call,
13 Dina.

14 MS. RODRIGUEZ: So, that was a first by
15 Commissioner Chavarria and a second by
16 Commissioner Sanchez.

17 COMMISSIONER RODRIGUEZ: Yeah, I've got to
18 call that out.

19 MS. RODRIGUEZ: Commissioner Chavarria.

20 COMMISSIONER CHAVARRIA: Yes.

21 MS. RODRIGUEZ: Commissioner Kokot.

22 COMMISSIONER KOKOT: Yes.

23 MS. RODRIGUEZ: Commissioner Rodriguez.

24 COMMISSIONER RODRIGUEZ: Yes.

25 MS. RODRIGUEZ: Commissioner Sanchez.

1 COMMISSIONER SANCHEZ: Yes.

2 MS. RODRIGUEZ: Commissioner Sloss.

3 COMMISSIONER SLOSS: Yes.

4 COMMISSIONER RODRIGUEZ: Okay. What --
5 what's next on the agenda?

6 COMMISSIONER SLOSS: Well, before we go on I
7 know on -- we have -- I'm sorry, we have
8 communications from the ECPD.

9 COMMISSIONER RODRIGUEZ: Okay.

10 CHIEF ROSARIO: So, on Friday, this Friday
11 actually, is the graduation for the four at the
12 academy. It's going to be, everything that serves
13 them, it's virtual, they're not letting anybody
14 into the gymnasium, it's all virtual and we're
15 going to have to stream it and watch it as it goes
16 on. Secondly --

17 COMMISSIONER SLOSS: What time?

18 CHIEF ROSARIO: Let me check. They haven't
19 sent an exact -- the exact time yet, I don't
20 believe.

21 COMMISSIONER SLOSS: Well, Chief, if you
22 could just e-mail it to us and I can do --

23 CHIEF ROSARIO: Yeah, I believe it's 10 --

24 COMMISSIONER SLOSS: I can attend virtual.

25 CHIEF ROSARIO: Yeah, I believe it's

1 ten o'clock, but I'll -- I'll get the exact date
2 and time for you. Or I mean, --

3 COMMISSIONER SLOSS: Okay.

4 CHIEF ROSARIO: -- I know it's this Friday,
5 but I will get the time for you.

6 COMMISSIONER SLOSS: Okay.

7 CHIEF ROSARIO: And then --

8 COMMISSIONER SLOSS: Thank you.

9 CHIEF ROSARIO: Uh-huh, no problem. And then
10 I don't know if Dina has made you all aware, PERF
11 has denied one of the applicants, Donnell Etienne.
12 So, what they told us is that for him to be
13 eligible to get back into PERF he has to go back
14 to his last department that he was with, which
15 was, unfortunately, Merrillville. So, he would
16 have to go to Merrillville before we could even
17 consider hiring him at our police department. So,
18 we lost out on him as well.

19 COMMISSIONER SLOSS: That -- I mean, is there
20 a reason?

21 CHIEF ROSARIO: That's PERF.

22 MS. LEVINSON: It's actually they make the
23 distinction between somebody being 40 and over.
24 If he was under 40 he would only have to fill out
25 this form, right, the baseline form, was it, --

1 CHIEF ROSARIO: Correct.

2 MS. LEVINSON: -- Chief, I forget what it's
3 called, but like a baseline form asking for
4 permission to be reinvited into that 1977 Fund.
5 But if he's over -- 40 or over he can only go
6 back -- it doesn't even sound like -- I mean,
7 maybe he could go back to Merrillville and then
8 transfer, it didn't say --

9 CHIEF ROSARIO: Absolutely. He absolutely
10 can, that's what they explained to us. They're
11 like, if Merrillville was to hire him, say today,
12 and then tomorrow he's like, you know what, I
13 resign from Merrillville, I want to go back to
14 East Chicago, we could pick him up at that point.
15 But for him to get accepted back into PERF it has
16 to be through his last department, which was
17 Merrillville.

18 COMMISSIONER RODRIGUEZ: What -- what do you
19 think he's going to do, Chief? Has he said?

20 CHIEF ROSARIO: No, I haven't talked to him.

21 COMMISSIONER RODRIGUEZ: Okay.

22 COMMISSIONER SLOSS: I'm sure he'll do what
23 he has to do if he wants to get on.

24 COMMISSIONER RODRIGUEZ: Yeah.

25 CHIEF ROSARIO: That's even if Merrillville

1 will pick him up, though. That's the thing, they
2 may not even pick him up. If they don't pick him
3 up then he's out of luck.

4 COMMISSIONER RODRIGUEZ: Okay. All right, so
5 we just wait and see? Right, Chief, we just wait?

6 CHIEF ROSARIO: I mean, at this point I --

7 COMMISSIONER RODRIGUEZ: You don't think it's
8 going to happen?

9 CHIEF ROSARIO: No.

10 COMMISSIONER RODRIGUEZ: Okay.

11 MS. LEVINSON: I think you're going to have
12 to --

13 CHIEF ROSARIO: I -- I don't even think
14 Merrillville is accepting applications right now,
15 and if they do I think they have a list already.

16 COMMISSIONER SLOSS: Okay.

17 MS. LEVINSON: And I'm sure that the last
18 thing they would want to do is hire him if they
19 knew that he was just waiting on us.

20 CHIEF ROSARIO: Walking out the door, yeah.

21 MS. LEVINSON: So, yeah, I think you have no
22 choice but to purge him.

23 COMMISSIONER RODRIGUEZ: Oh, okay. I guess
24 we can do that now.

25 MS. LEVINSON: Might as well, I think it's

1 cleaner that way.

2 COMMISSIONER RODRIGUEZ: Okay. Since we have
3 this situation with the certified officer, he's
4 not moving forward, so can I get a motion to
5 purge?

6 COMMISSIONER KOKOT: So moved. I'll make a
7 motion to purge Donnell Etienne.

8 COMMISSIONER SANCHEZ: I'll second that
9 motion.

10 COMMISSIONER RODRIGUEZ: We have a second.
11 Roll call.

12 MS. LEVINSON: Oh, you're muted, Dina.

13 COMMISSIONER RODRIGUEZ: Roll call, Dina.

14 MS. RODRIGUEZ: Sorry about that.

15 COMMISSIONER RODRIGUEZ: Yeah.

16 MS. RODRIGUEZ: So, that was a first by
17 Commissioner Kokot, a second by
18 Commissioner Sanchez.

19 COMMISSIONER RODRIGUEZ: Yes.

20 MS. RODRIGUEZ: Roll call.
21 Commissioner Chavarria.

22 COMMISSIONER CHAVARRIA: Yes.

23 MS. RODRIGUEZ: Commissioner Kokot.

24 COMMISSIONER KOKOT: Yes.

25 MS. RODRIGUEZ: Commissioner Rodriguez.

1 COMMISSIONER RODRIGUEZ: Yes.

2 MS. RODRIGUEZ: Commissioner Sanchez.

3 COMMISSIONER SANCHEZ: Yes.

4 MS. RODRIGUEZ: Commissioner Sloss.

5 COMMISSIONER SLOSS: Yes.

6 COMMISSIONER RODRIGUEZ: Okay. Motion
7 passes. What's next?

8 MS. RODRIGUEZ: Next we have the promotion
9 process. So, just to bring you all up to speed, I
10 did not send the reading list or the material out
11 to the candidates because, one, we didn't set a
12 date at the last meeting, and two, I hadn't heard
13 back from Mr. Tyler (phonetic) up until Saturday.
14 So, now I have all the information and we can go
15 forward, but I do need a testing date set from you
16 all, which has to be 30 days from tomorrow.

17 COMMISSIONER RODRIGUEZ: All right. Well, 30
18 days from tomorrow would be May --

19 COMMISSIONER SANCHEZ: Twenty-first.

20 COMMISSIONER RODRIGUEZ: -- 21st, which is a
21 Friday. Okay.

22 MS. RODRIGUEZ: Chief, does that date work
23 for you? Do we need to find out if the guys are
24 on vacation or anything, or is that up to them,
25 Shana?

1 CHIEF ROSARIO: That's going to be up to them
2 I think, because they scheduled -- that's already
3 a prescheduled vacation. We can make them aware
4 of what's going to happen, but they have the
5 opportunity to come in and pick it up whenever
6 they want. Well, at least as long as Rosie is
7 there, because that's who is going to be holding
8 on to all of that stuff.

9 MS. RODRIGUEZ: But I mean as far as the test
10 date.

11 CHIEF ROSARIO: The test date?

12 MS. RODRIGUEZ: Yeah. That's a Friday.

13 CHIEF ROSARIO: I think as long as we make
14 notice of it.

15 MS. RODRIGUEZ: Give them the -- the 30 days.

16 CHIEF ROSARIO: Yeah.

17 MS. RODRIGUEZ: Okay. Shana, is there
18 anything else that we would need to do?

19 MS. LEVINSON: I mean, you think that there
20 are people scheduled already?

21 MS. RODRIGUEZ: For vacation?

22 MS. LEVINSON: Yeah.

23 CHIEF ROSARIO: Yeah, vacations --

24 MS. RODRIGUEZ: Vacations have to be
25 scheduled at the start of the year.

1 MS. LEVINSON: Oh, so they are.

2 MS. RODRIGUEZ: Yeah. And there's no
3 changing them.

4 MS. LEVINSON: Is it going to present a
5 problem, is the date -- I mean, how many conflicts
6 might there be?

7 CHIEF ROSARIO: Honestly, I wouldn't even be
8 able to tell you.

9 MS. LEVINSON: Yeah, I mean, I -- you know,
10 it's not a big deal if it's just to have a --
11 like, you know, home time, but if somebody has
12 scheduled vacation where they're going somewhere.

13 COMMISSIONER RODRIGUEZ: Right.

14 CHIEF ROSARIO: I wouldn't be able to tell
15 you how many, but just we have just enough guys to
16 have, you know, enough vacation time, where pretty
17 much the whole year is --

18 MS. RODRIGUEZ: Somebody is going to be off.

19 CHIEF ROSARIO: Somebody is going to be on
20 vacation at some point.

21 COMMISSIONER RODRIGUEZ: Okay. Well, yeah,
22 not much we can do about that. So --

23 MS. LEVINSON: Yeah.

24 COMMISSIONER RODRIGUEZ: -- I guess right now
25 we set this date for the 21st of May and we've got

1 to leave it at that.

2 MS. LEVINSON: Yeah, I mean I think that if
3 somebody were -- I feel like we have made some
4 accommodations for people in the past, and I'm
5 just --

6 COMMISSIONER RODRIGUEZ: Sure.

7 CHIEF ROSARIO: For Campos, I think we made
8 a -- the last one Campos was the one, that he --
9 same thing, I think he was on vacation or
10 something like that and he missed it, and they let
11 him come back and he retested -- or he tested, I
12 should say.

13 MS. LEVINSON: He tested up there; right? He
14 actually went to the facility and tested?

15 CHIEF ROSARIO: Correct. Correct.

16 MS. RODRIGUEZ: But it's a -- it was a
17 different testing company at that time.

18 COMMISSIONER RODRIGUEZ: Right.

19 COMMISSIONER SLOSS: We need to see if we can
20 give him a chance to. If they have vacation
21 scheduled, I mean we need to make sure, if we can,
22 try to accommodate in some kind of way.

23 MS. LEVINSON: I think probably we just based
24 it on a case-by-case basis; right? So if it's
25 just a matter of somebody being off for the week I

1 don't think that's a reason to reschedule them,
2 but if they are -- have, like, plane tickets and
3 they're going to be gone, you know, you guys could
4 maybe look at the -- that information.

5 COMMISSIONER SLOSS: Yeah. Yeah, that's
6 different. Yeah.

7 MS. LEVINSON: See what you can do to
8 accommodate.

9 COMMISSIONER SLOSS: I agree.

10 MS. LEVINSON: Yeah, because we're kind of
11 arbitrarily picking a date that they might have
12 already --

13 COMMISSIONER SLOSS: Exactly.

14 COMMISSIONER RODRIGUEZ: The reason we tested
15 outside last time was the testing company, I
16 think, has an office, I don't know if
17 Mr. Jacob (phonetic) does. But he doesn't live
18 that far away so we'll need to find out if he
19 would come in. I'll find out from him if he would
20 come in to test maybe one or two if it comes down
21 to that, after the testing date; okay? Are you --

22 MS. RODRIGUEZ: One more question. What's
23 the be- -- what time do you want to start this
24 test, Chief?

25 CHIEF ROSARIO: Normally we did it in the

1 morning, I think the last time we did it in the
2 morning time.

3 COMMISSIONER RODRIGUEZ: Right.

4 MS. RODRIGUEZ: Do you want to do eight,
5 nine?

6 CHIEF ROSARIO: Because -- Actually, I
7 remember it was the morning, because we had to
8 pull some of the guys off the street, some of the
9 guys were working days and had to come in. You
10 know, we had to make arrangements to get them in
11 off the street to -- to cover their area while
12 they tested.

13 COMMISSIONER RODRIGUEZ: Yeah, we don't know
14 how long this test is either.

15 MS. RODRIGUEZ: Well, he doesn't -- he told
16 me Saturday he's not giving them a cut-off time,
17 he doesn't give them a cut-off time.

18 CHIEF ROSARIO: Well . . .

19 COMMISSIONER RODRIGUEZ: Okay.

20 COMMISSIONER SLOSS: Yeah.

21 MS. LEVINSON: Settle in.

22 COMMISSIONER RODRIGUEZ: Do they know that?

23 MS. RODRIGUEZ: I haven't sent out the
24 information, no.

25 COMMISSIONER RODRIGUEZ: Okay. Yeah --

1 MS. RODRIGUEZ: I mean, I can put a cut-off
2 time, I mean we can put no more than four hours,
3 or . . . The last one was two hours.

4 CHIEF ROSARIO: I think that's plenty of
5 time.

6 MS. RODRIGUEZ: Two hours?

7 CHIEF ROSARIO: Yeah.

8 MS. RODRIGUEZ: Okay.

9 COMMISSIONER RODRIGUEZ: Yeah, because they
10 have --

11 MS. RODRIGUEZ: Do you want to start it at
12 eight?

13 CHIEF ROSARIO: That would work. Because
14 honestly, you're probably going to have some guys
15 that are coming off of midnights.

16 MS. RODRIGUEZ: Okay.

17 CHIEF ROSARIO: That way they don't have to
18 stick around too long, they -- they, you know, can
19 grab some coffee or something, stick around for an
20 hour, and then they can start right into the test.

21 MS. RODRIGUEZ: Okay.

22 CHIEF ROSARIO: Then we have guys that are
23 probably working days, and hon- -- honestly the
24 earlier the better to pull them in off the street
25 to cover.

1 COMMISSIONER RODRIGUEZ: Okay. All right.
2 So, May 21st, most of them will test at eight a.m.
3 Do we have a motion?

4 COMMISSIONER SANCHEZ: I make a motion.

5 COMMISSIONER RODRIGUEZ: That's
6 Commissioner Sanchez. Do we have a second?

7 COMMISSIONER CHAVARRIA: I'll second it.

8 COMMISSIONER RODRIGUEZ: Commissioner
9 Chavarria. Roll call.

10 MS. RODRIGUEZ: Commissioner Chavarria.

11 COMMISSIONER CHAVARRIA: Yes.

12 MS. RODRIGUEZ: Commissioner Kokot.

13 COMMISSIONER KOKOT: Yes.

14 MS. RODRIGUEZ: Commissioner Rodriguez.

15 COMMISSIONER RODRIGUEZ: Yes.

16 MS. RODRIGUEZ: Commissioner Sanchez.

17 COMMISSIONER SANCHEZ: Yes.

18 MS. RODRIGUEZ: Commissioner Sloss.

19 COMMISSIONER SLOSS: Yes.

20 COMMISSIONER RODRIGUEZ: Okay. Date set, the
21 information can -- can be sent out. What --
22 what's next on the agenda, Dina?

23 MS. RODRIGUEZ: Communications from
24 commissioners.

25 COMMISSIONER RODRIGUEZ: Anything? Any --

1 COMMISSIONER SLOSS: Yes --

2 COMMISSIONER RODRIGUEZ: Commissioners,
3 anything?

4 COMMISSIONER SLOSS: Yes, we -- we do need to
5 go ahead and schedule a tentative date for
6 interviews. See what everybody's schedule is.

7 COMMISSIONER RODRIGUEZ: Okay. As of right
8 now we've got what, four, four applicants?

9 COMMISSIONER SLOSS: Since the certified is
10 out?

11 COMMISSIONER RODRIGUEZ: Right.

12 CHIEF ROSARIO: Well, that's only four basic
13 app- -- four applicants that would need to go to
14 the academy and do everything.

15 COMMISSIONER RODRIGUEZ: We're going to have
16 the meeting --

17 COMMISSIONER SLOSS: I just thought --

18 COMMISSIONER RODRIGUEZ: We're going to have
19 this meeting on Friday, so we -- shortly after
20 that I guess, a week or so after that. Probably
21 the first full week in May, give these guys time
22 to say -- you know, get their jobs notified.

23 COMMISSIONER SLOSS: Give -- You mean give
24 them a week to schedule --

25 COMMISSIONER RODRIGUEZ: Right.

1 COMMISSIONER SLOSS: -- time off to come in
2 for an interview, should they have one?

3 COMMISSIONER RODRIGUEZ: Exactly.

4 COMMISSIONER SLOSS: Okay. I mean --

5 MS. RODRIGUEZ: We meet on May 4th.

6 COMMISSIONER SLOSS: Huh?

7 MS. RODRIGUEZ: We meet on May 4th. Did you
8 guys want to do it that day?

9 COMMISSIONER RODRIGUEZ: Yeah. Like I say,
10 we've only got four so it shouldn't take that
11 long.

12 COMMISSIONER SLOSS: You mean right -- yeah,
13 four right after the -- the interview is
14 considered in an executive session. So, that
15 means we would have to have all of the test
16 scores, we would have to do it like we did it the
17 last time.

18 COMMISSIONER RODRIGUEZ: Yeah.

19 COMMISSIONER SLOSS: Have everybody's.

20 COMMISSIONER RODRIGUEZ: Yeah, it shouldn't
21 take more than a couple hours for these -- these
22 interviews, and then we can tally up after we have
23 a meeting.

24 COMMISSIONER SLOSS: Chief, can you -- I
25 don't know if the Deputy Chief will be back by

1 then -- make sure that we all have the test
2 scores.

3 CHIEF ROSARIO: Test scores for which one?

4 COMMISSIONER SLOSS: Their written.

5 COMMISSIONER RODRIGUEZ: For the written
6 test.

7 CHIEF ROSARIO: Oh, okay.

8 COMMISSIONER RODRIGUEZ: Yeah, for the
9 written test.

10 COMMISSIONER SLOSS: And if anyone is a
11 eastern resident we'd have to know that, too.

12 CHIEF ROSARIO: Not a problem.

13 COMMISSIONER SLOSS: Okay.

14 COMMISSIONER RODRIGUEZ: Okay. So, everybody
15 okay with that?

16 COMMISSIONER CHAVARRIA: Yes.

17 COMMISSIONER RODRIGUEZ: We have interviews
18 on May 4.

19 COMMISSIONER SANCHEZ: What time?

20 COMMISSIONER RODRIGUEZ: So what, early
21 afternoon? No?

22 COMMISSIONER SANCHEZ: I don't get out until
23 1:30.

24 COMMISSIONER RODRIGUEZ: Okay. Well, a
25 couple hours before our -- our regular meeting.

1 COMMISSIONER SLOSS: Technically I'm not
2 supposed to take off in May. But if you --

3 MR. CHAVARRIA: As to May 4th, I -- I also
4 work, I don't have -- I can't take no days off
5 either really.

6 COMMISSIONER RODRIGUEZ: Okay. Instead of
7 having our regular meeting at five can we push it
8 back?

9 COMMISSIONER SLOSS: I mean, we can start the
10 interviews, technically --

11 MS. RODRIGUEZ: We have a --

12 COMMISSIONER SLOSS: -- we could start the
13 interviews still at our regular meeting time, and
14 then just do the meeting afterwards. But I just
15 can't come before four o'clock.

16 COMMISSIONER RODRIGUEZ: Okay. Anybody else?

17 MS. RODRIGUEZ: Unless you guys want to do
18 the interviews the day before and then certify the
19 list on that following Tuesday so you're not
20 rushing through it on our meeting night.

21 COMMISSIONER SLOSS: No, we wouldn't be
22 rushing through it.

23 COMMISSIONER KOKOT: Because I like --
24 (Overlapping speakers.)

25 MS. RODRIGUEZ: That's what happened the last

1 time.

2 COMMISSIONER KOKOT: Yeah.

3 COMMISSIONER SLOSS: Would one of the
4 meetings be in --

5 COMMISSIONER KOKOT: Which would be what,
6 Monday, the 3rd?

7 MS. RODRIGUEZ: Correct.

8 COMMISSIONER SLOSS: Would one of them, one
9 of the meetings be in a Zoom form?

10 COMMISSIONER RODRIGUEZ: Oh, okay. Are we
11 going to do the meetings in person?

12 COMMISSIONER CHAVARRIA: Yes.

13 COMMISSIONER SLOSS: I'm not talking about
14 the interviews, I'm saying the meeting.

15 COMMISSIONER RODRIGUEZ: I'm just saying,
16 though, the Zoom, yeah, the meeting, if we have it
17 on the 3rd would be Zoom, and then the interviews
18 would be in person? I mean -- I mean -- Yeah.
19 Wait a minute now. Okay. No, the interviews
20 would be in -- in person and our meeting could be
21 in Zoom?

22 COMMISSIONER SLOSS: Technically we always
23 have more, we have at least six, and we've had as
24 many as seven. We're having four, so I mean I
25 really don't see why we couldn't get it all done

1 in one evening, but unless you just want to do
2 everybody on an extra day.

3 COMMISSIONER RODRIGUEZ: Anybody else have
4 anything for the 3rd?

5 COMMISSIONER SLOSS: What date is the 3rd?

6 COMMISSIONER KOKOT: I like the idea of the
7 3rd, but -- that's a Monday.

8 COMMISSIONER RODRIGUEZ: That's a Monday.

9 COMMISSIONER SLOSS: As long as it's after
10 four. As long as it's after four I'm good.

11 COMMISSIONER RODRIGUEZ: Okay. So we could
12 do the interviews, Rick, Rudy?

13 COMMISSIONER SANCHEZ: Yeah, after four?
14 Yeah, on Monday.

15 COMMISSIONER RODRIGUEZ: After four?

16 COMMISSIONER SANCHEZ: Yeah, what time?

17 COMMISSIONER RODRIGUEZ: Okay. If it's after
18 four we can start at -- anybody have an issue with
19 4:30?

20 COMMISSIONER SLOSS: No.

21 COMMISSIONER CHAVARRIA: Are we talking the
22 3rd or 4th for those?

23 COMMISSIONER RODRIGUEZ: The interviews would
24 be the 4th, and then our regular meeting the next
25 day we would purge if we have to.

1 COMMISSIONER CHAVARRIA: So the next day
2 would be --

3 MS. RODRIGUEZ: Hold on. Wait, there's
4 not --

5 COMMISSIONER RODRIGUEZ: Go ahead, Dina.

6 MS. RODRIGUEZ: I thought the interviews were
7 going to be Monday, May 3rd.

8 COMMISSIONER KOKOT: Monday.

9 COMMISSIONER RODRIGUEZ: Right.

10 MS. RODRIGUEZ: And then at our regular
11 meeting on Tuesday, May the 4th you all would
12 certify the list.

13 COMMISSIONER RODRIGUEZ: Right. Oh, yeah,
14 purge if we have to and certify the list.

15 COMMISSIONER CHAVARRIA: I'm good for Monday
16 the 3rd at 4:30, yes.

17 COMMISSIONER RODRIGUEZ: Okay. Lora, you're
18 okay?

19 COMMISSIONER KOKOT: Yeah, I can do Monday
20 the 3rd for the interviews. That --

21 COMMISSIONER RODRIGUEZ: Okay, 4:30.

22 COMMISSIONER KOKOT: -- actually is -- works
23 better for me.

24 COMMISSIONER RODRIGUEZ: You okay, Rick?

25 COMMISSIONER CHAVARRIA: Yes, sir.

1 COMMISSIONER RODRIGUEZ: Rudy?

2 COMMISSIONER SANCHEZ: Yes, sir.

3 COMMISSIONER RODRIGUEZ: Okay.

4 COMMISSIONER SLOSS: And that's a week, so we
5 give applicants enough time to schedule for the
6 interview; correct?

7 COMMISSIONER RODRIGUEZ: Yeah.

8 COMMISSIONER SLOSS: Okay.

9 MS. LEVINSON: And probably schedule an
10 executive session for that Tuesday just to -- to
11 make sure even.

12 COMMISSIONER RODRIGUEZ: Right.

13 MS. LEVINSON: In case you guys don't get
14 through everything or have to take some time to
15 calculate.

16 COMMISSIONER SLOSS: Okay.

17 COMMISSIONER RODRIGUEZ: Okay. So what we
18 have is we have May 3rd, 4:30 --

19 MS. RODRIGUEZ: Does the chief sit in on
20 that? I'm sorry, I don't mean to interrupt.

21 COMMISSIONER RODRIGUEZ: Yeah.

22 CHIEF ROSARIO: Yes.

23 MS. RODRIGUEZ: You're good?

24 CHIEF ROSARIO: Yep.

25 COMMISSIONER RODRIGUEZ: Okay. May 3rd,

1 4:30, they'll schedule the interviews on May 3rd
2 starting at 4:30, we have four of them. And then
3 Tuesday the 4th we have an executive session of
4 4:30 and our regular meeting at five.

5 COMMISSIONER SANCHEZ: On Zoom?

6 COMMISSIONER RODRIGUEZ: Yeah, on Zoom.

7 COMMISSIONER SANCHEZ: Okay.

8 COMMISSIONER RODRIGUEZ: But the interviews
9 will be in person.

10 COMMISSIONER SLOSS: Okay. Sounds good to
11 me.

12 COMMISSIONER RODRIGUEZ: All right. Can I
13 have a motion to set these dates and times, the
14 3rd and 4th?

15 COMMISSIONER SANCHEZ: Motion to approve.

16 COMMISSIONER CHAVARRIA: Motion --

17 COMMISSIONER RODRIGUEZ: Okay. Which one was
18 that?

19 COMMISSIONER SANCHEZ: Rudy.

20 COMMISSIONER RODRIGUEZ: Okay. Rick seconds.
21 Rudy, you first, Rick second. Roll call, Dina.

22 MS. RODRIGUEZ: Commissioner Chavarria.

23 COMMISSIONER CHAVARRIA: Yes.

24 MS. RODRIGUEZ: Commissioner Kokot.

25 COMMISSIONER KOKOT: Yes.

1 MS. RODRIGUEZ: Commissioner Rodriguez.

2 COMMISSIONER RODRIGUEZ: Yes.

3 MS. RODRIGUEZ: Commissioner Sanchez.

4 COMMISSIONER SANCHEZ: Yes.

5 MS. RODRIGUEZ: Commissioner Sloss.

6 COMMISSIONER SLOSS: Yes.

7 COMMISSIONER RODRIGUEZ: Okay. What's next,
8 Dina, please?

9 MS. RODRIGUEZ: Old business.

10 COMMISSIONER RODRIGUEZ: Any old business?
11 Is there new business?

12 CHIEF ROSARIO: Real quick, I just checked on
13 their website, the graduation is Friday at ten
14 a.m. And they'll be streaming it on their
15 Facebook page, on the Northwest Indiana Law
16 Enforcement Academy page.

17 COMMISSIONER RODRIGUEZ: Oh, okay. Everybody
18 got that, if you want to attend on Zoom.

19 Okay. Other business? No other business.
20 Okay. Our next meeting will be May the 4th,
21 executive session -- Well, wait, we have the
22 interviews for in-person May 3rd starting at 4:30,
23 and then we have the executive session the next
24 day, and the regular meeting after that.

25 COMMISSIONER SLOSS: Aren't we having an

1 executive session this Friday?

2 COMMISSIONER RODRIGUEZ: Right.

3 MS. RODRIGUEZ: Yes.

4 COMMISSIONER RODRIGUEZ: That would be our
5 next meeting.

6 COMMISSIONER SLOSS: Okay. The 23rd, on
7 Friday?

8 COMMISSIONER RODRIGUEZ: Yeah. Anything
9 else?

10 CHIEF ROSARIO: No.

11 COMMISSIONER CHAVARRIA: What -- what time is
12 that for this Friday?

13 COMMISSIONER SLOSS: Four-thirty.

14 MS. RODRIGUEZ: Four-thirty.

15 COMMISSIONER CHAVARRIA: Thank you. You're
16 messing up my Friday, but okay.

17 COMMISSIONER RODRIGUEZ: All right.

18 COMMISSIONER SLOSS: It will be quick.

19 COMMISSIONER KOKOT: I was going to say it
20 shouldn't take much.

21 COMMISSIONER SLOSS: Yeah.

22 MS. LEVINSON: What time do you want the
23 regular meeting? Because that's the executive
24 session at 4:30, but you want to move into an --
25 do you want to do the regular --

1 COMMISSIONER SLOSS: Yes.

2 MS. LEVINSON: -- at five?

3 COMMISSIONER SLOSS: Yes.

4 MS. LEVINSON: Maybe --

5 COMMISSIONER SLOSS: Well -- Yes.

6 MS. LEVINSON: Do you think that's enough
7 time to get through the polygraphs?

8 COMMISSIONER SLOSS: Yes.

9 COMMISSIONER RODRIGUEZ: Yeah, I think so.

10 MS. LEVINSON: Rather than us all staring at
11 one another for 30 minutes.

12 COMMISSIONER SLOSS: Yes. Oh my God, thank
13 you.

14 COMMISSIONER RODRIGUEZ: Yeah, that should be
15 enough time, Shana.

16 MS. LEVINSON: Okay.

17 MR. RODRIGUEZ: Okay. Since there's no other
18 business before this board, meeting is adjourned.

19 (Meeting concluded at or about 5:30 p.m.
20 CST.)

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1 STATE OF INDIANA)
)SS:
2 COUNTY OF LAPORTE)

3 COURT REPORTER'S CERTIFICATE

4 I, Janelle Robinson, do hereby certify that on the
5 20th day of April, 2021, via video conference, commencing at
6 or about the hour of 5:02 p.m. CST, I reported said
7 transcript of proceedings by the means of machine shorthand,
8 and that I have transcribed my original shorthand notes
9 through the use of computer-aided transcription into the
10 typewritten form; and that the foregoing and attached pages,
11 or parts of pages, numbered inclusively one through 36
12 comprise a true, correct, complete and accurate transcript
13 of said transcript of proceedings;

14 I further certify that I am not employed by, nor
15 am I related to, any of the parties herein, nor their
16 attorneys; nor do I hold any guaranteed contracts with any
17 financially interested third parties or entities;

18 IN WITNESS WHEREOF, I have hereunto set my hand
19 and official seal this 3rd day of May, 2021.

20 *Janelle Robinson*
21 _____
 JANELLE ROBINSON

 ASSOCIATE REPORTER

22
23 ---o0o---

<p>CHIEF ROSARIO: [45] COMMISSIONER CHAVARRIA: [20] 3/10 4/18 5/23 9/19 9/23 11/8 11/19 16/21 24/6 24/10 27/15 29/11 30/20 30/25 31/14 31/24 33/15 33/22 35/10 35/14 COMMISSIONER KOKOT: [20] 3/12 4/20 5/9 5/25 9/7 9/12 9/25 11/21 16/5 16/23 24/12 28/22 29/1 29/4 30/5 31/7 31/18 31/21 33/24 35/18 COMMISSIONER RODRIGUEZ: [130] COMMISSIONER SANCHEZ: [24] 3/16 4/1 4/11 4/24 6/4 9/14 9/16 11/10 11/25 16/7 17/2 17/18 24/3 24/16 27/18 27/21 30/12 30/15 32/1 33/4 33/6 33/14 33/18 34/3 COMMISSIONER SLOSS: [76] MR. CHAVARRIA: [1] 28/2 MR. RODRIGUEZ: [1] 36/16 MS. LEVINSON: [28] 8/25 13/21 14/1 15/10 15/16 15/20 15/24 16/11 18/18 18/21 18/25 19/3 19/8 19/22 20/1 20/12 20/22 21/6 21/9 22/20 32/8 32/12 35/21 36/1 36/3 36/5 36/9 36/15 MS. RODRIGUEZ: [93] THE REPORTER: [4] 4/9 4/12 10/20 10/22</p>	<p>2 20 [2] 1/14 3/1 2021 [6] 1/14 3/1 3/8 5/5 37/5 37/19 20th [1] 37/5 219 [2] 1/25 2/16 21st [3] 17/20 19/25 24/2 23rd [4] 8/9 8/10 10/8 35/6 23th [1] 11/7 26th [1] 8/9</p> <p>3 30 [4] 17/16 17/17 18/15 36/11 36 [1] 37/11 384 [1] 2/15 3rd [15] 29/6 29/17 30/4 30/5 30/7 30/22 31/7 31/16 31/20 32/18 32/25 33/1 33/14 34/22 37/19</p> <p>4 40 [3] 13/23 13/24 14/5 4077 [1] 1/25 46360 [1] 1/24 46410 [1] 2/15 48-hour [1] 8/5 4:30 [11] 10/9 11/6 30/19 31/16 31/21 32/18 33/1 33/2 33/4 34/22 35/24 4th [9] 26/5 26/7 28/3 30/22 30/24 31/11 33/3 33/14 34/20</p> <p>5 5:02 [3] 1/15 3/2 37/6 5:30 [1] 36/19</p> <p>6 6th [4] 5/14 5/17 5/19 5/22</p> <p>7 769-1164 [1] 2/16</p> <p>8 80th [1] 2/15 879-4077 [1] 1/25</p> <p>A a.m [2] 24/2 34/14 able [4] 8/13 10/19 19/8 19/14 about [9] 1/15 3/2 8/3 9/18 16/14 19/22 29/13 36/19 37/6 absolutely [2] 14/9 14/9</p>	<p>Abstain [1] 6/3 academy [3] 12/12 25/14 34/16 accepted [1] 14/15 accepting [1] 15/14 accommodate [2] 20/22 21/8 accommodations [1] 20/4 accurate [1] 37/12 actually [5] 12/11 13/22 20/14 22/6 31/22 adjourned [1] 36/18 after [12] 10/10 21/21 25/19 25/20 26/13 26/22 30/9 30/10 30/13 30/15 30/17 34/24 afternoon [2] 3/5 27/21 afterwards [1] 28/14 agenda [8] 3/21 4/5 4/7 4/8 5/16 6/13 12/5 24/22 agility [1] 6/12 agree [2] 7/19 21/9 ahead [4] 7/14 7/23 25/5 31/5 aided [1] 37/9 all [19] 3/2 5/18 6/18 12/14 13/10 15/4 17/9 17/14 17/16 17/17 18/8 24/1 26/15 27/1 29/25 31/11 33/12 35/17 36/10 already [4] 15/15 18/2 18/20 21/12 also [2] 2/7 28/3 always [1] 29/22 am [2] 37/14 37/15 another [1] 36/11 any [8] 7/7 9/5 10/2 24/25 34/10 37/15 37/16 37/16 anybody [6] 9/4 9/22 12/13 28/16 30/3 30/18 anyone [2] 8/23 27/10 anything [6] 17/24 18/18 24/25 25/3 30/4 35/8 app [1] 25/13 APPEARANCES [1] 2/13 Appearing [1] 2/17 applicants [5] 6/10 13/11 25/8 25/13 32/5 applications [1] 15/14 approval [4] 3/21 4/8 5/3 5/4 approve [5] 3/23 5/7</p>	<p>5/19 5/22 33/15 April [10] 1/14 3/1 3/8 5/14 5/17 5/19 5/22 7/4 11/7 37/5 April 23th [1] 11/7 April 6 [1] 3/8 April 6th [2] 5/19 5/22 April the [1] 7/4 arbitrarily [1] 21/11 are [11] 5/14 5/17 17/23 18/20 19/1 21/2 21/21 23/15 23/22 29/10 30/21 area [1] 22/11 Aren't [1] 34/25 around [2] 23/18 23/19 arrangements [1] 22/10 as [22] 1/13 1/15 8/20 9/9 9/9 12/15 13/18 15/25 18/6 18/6 18/9 18/9 18/13 18/13 25/7 28/3 29/23 29/24 30/9 30/9 30/10 30/10 asking [1] 14/3 ASSISTED [1] 1/23 Associate [2] 1/16 37/21 ASSOCIATES [1] 1/23 attached [1] 37/10 attend [4] 8/13 10/20 12/24 34/18 attention [1] 5/21 attorneys [1] 37/16 aware [2] 13/10 18/3 away [1] 21/18</p> <p>B back [10] 13/13 13/13 14/6 14/7 14/13 14/15 17/13 20/11 26/25 28/8 based [1] 20/23 baseline [2] 13/25 14/3 basic [1] 25/12 basis [1] 20/24 be [41] because [12] 7/17 8/13 17/11 18/2 18/7 21/10 22/6 22/7 23/9 23/13 28/23 35/23 been [2] 7/4 7/16 before [7] 7/13 12/6 13/16 27/25 28/15 28/18 36/18 behalf [1] 2/17 being [2] 13/23 20/25 believe [3] 12/20 12/23 12/25 best [1] 8/11</p>	<p>better [2] 23/24 31/23 between [1] 13/23 big [1] 19/10 board [1] 36/18 both [1] 8/14 bring [1] 17/9 business [6] 34/9 34/10 34/11 34/19 34/19 36/18</p> <p>C calculate [1] 32/15 call [14] 3/5 3/6 3/8 3/9 4/4 4/16 5/12 11/12 11/18 16/11 16/13 16/20 24/9 33/21 called [1] 14/3 Campos [2] 20/7 20/8 can [39] can't [2] 28/4 28/15 candidates [1] 17/11 case [3] 20/24 20/24 32/13 case-by-case [1] 20/24 CERTIFICATE [1] 37/3 certified [2] 16/3 25/9 certify [5] 28/18 31/12 31/14 37/4 37/14 chance [3] 7/7 7/10 20/20 changing [1] 19/3 CHAVARRIA [10] 2/3 3/10 4/18 5/23 11/15 11/19 16/21 24/9 24/10 33/22 check [1] 12/18 checked [1] 34/12 CHICAGO [4] 1/1 2/17 3/7 14/14 chief [15] 2/9 10/2 10/7 10/11 10/12 10/13 12/21 14/2 14/19 15/5 17/22 21/24 26/24 26/25 32/19 choice [1] 15/22 CITY [2] 1/1 1/24 CIVIL [1] 1/1 cleaner [1] 16/1 coffee [1] 23/19 come [7] 18/5 20/11 21/19 21/20 22/9 26/1 28/15 comes [1] 21/20 coming [1] 23/15 commencing [2] 1/14 37/5 COMMISSION [4]</p>
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