

**DeKalb County Sheriff's Merit Commission**  
**Meeting Minutes**  
**Tuesday, December 15, 2020**  
**4:00 PM**

The Merit Commission met in Conference Room East at the DeKalb County Administration Building.

**I. Call to Order**

Sheriff Roger Scott called the meeting to order at 4:00 PM.

**II. Roll Call**

Commissioners present at the meeting were: Chairman Todd Walker, Commissioner Anita Turner, and Secretary Bryan Perry. Also present were Sheriff Roger Scott and Chief Joyce Klein.

**III. Approval of Agenda**

Todd Walker called for the approval of the agenda. Anita Turner moved and Bryan Perry seconded. All voted Yes. Motion passed.

**IV. Approval of Minutes**

Minutes from the previous meeting held 09/01/2020 were reviewed by Commissioners. Chairman Todd Walker called for approval of those minutes. Motion for approval was made by Bryan Perry and seconded by Anita Turner. Motion passed.

**V. Public Comment**

Though it was an open public meeting, no audience was present.

**VI. Testing –** a. Sheriff discussed the need for testing for both Corrections and Communications. Despite the fact we recently tested for Communications in August and Corrections in October, these lists have been exhausted. Written Test dates for Communications will be January 21<sup>st</sup> and 23<sup>rd</sup>, 2021. Written Test dates for Corrections will be January 28<sup>th</sup> and 30<sup>th</sup>, 2021. Final interview times will be decided after the written tests have taken place.

b. Over the years the number of candidates applying have decreased. The Sheriff introduced the possibility of a new testing agency (The National Testing Network) to conduct the tests and increase the diversity and the range of potential candidates. This is a nationwide certified testing agency that conducts tests throughout the nation. All members were in agreement with trying a new testing agency. Other advertising avenues were also discussed, such as Facebook/Twitter, Handshake, radio interviews and spotlight articles.

**VII. Lateral Transfer Request**

Sheriff was not requesting a specific lateral transfer at this time. He may have a lateral transfer request for the Corrections Division in the future due to the staffing shortage, however that will be brought back to the Commission for a vote at a later time.

**VIII. Long Term – Promotional Planning**

The Sheriff presented the idea to change the traditional promotional testing for Lieutenants and above. Instead of a combination test consisting of both a written test and assessment center, discussion was made to eliminate the written portion of the test and put more focus on the assessment center. The Sheriff and Chief Klein discussed the fact that the assessment center gives a better feel for how the candidate would fit into that role, respond to different situations and involves more critical thinking. The assessment center also gives the candidate the opportunity to show their strengths and skills, unlike the written test. All members were in agreement. No action from the commission was required to be taken at this time.

**IX. Old Business**

There was no old business to consider.

**X. New Business**

There was no new business to consider.  
There was no further business.

**XI. Adjournment**

Chairman Walker called for a motion to adjourn at 4:40 PM. Anita Turner made the motion which was seconded by Bryan Perry. On a unanimous voice vote, the meeting was adjourned.