



The Human Resources/Civil Service Department would like to thank all promotional test candidates who participated in the promotional examination process for the rank of *Lieutenant and Detention Service Manager*, which began with a written examination on **Wednesday, September 25, 2019**.

Individuals who passed the written exam (with a score of 70 or better) recently completed the second phase of the selection process, which was the **BPAD (Behavioral Personnel Assessment Device)**.

At the time of the written exam, all promotional test candidates were given a four-digit code to access their test results. Please refer to the four-digit code you were given to **access** your total test score.\*

Below is the final certified list for the promotional rank of *Lieutenant and Detention Service Manager*. The final certified list will be submitted to the Sheriff's Department Civil Service Commission, for approval, on Thursday, **November 21, 2019**. If approved, under the current policy, the final certified list will be valid for one (1) year (**until November 20, 2020**).

For any questions contact **Tikia Clement** via email at [Tikia.Clement@dallascounty.org](mailto:Tikia.Clement@dallascounty.org) or call (214) 653-7625.

Again, thank you!

\*Disclaimer: The final exam score (written & BPAD) for each promotional test candidate **is not** final until approved by the Sheriff's Department Civil Service Commission.



## FINAL CERTIFIED PROMOTIONAL LIST

Date: September 25, 2019

### LIEUTENANT

ID #	EXAM	B-PAD	FINAL SCORE	RANK ORDER
8002	81	29	110	1
8006	82	24.5	106.5	2
8004	80	26	106	3
8017	76	27	103	4
8001	72	28	100	5
8008	71	27.5	98.5	6
8012	72	24	96	7
8011	70	24	94	8
8015	71	22.5	93.5	9
8016	70	23.5	93.5	10



**FINAL CERTIFIED PROMOTIONAL LIST**

**Date: September 25, 2019**

**DETENTION SERVICE MANAGER**

<b>ID #</b>	<b>EXAM</b>	<b>B-PAD</b>	<b>FINAL SCORE</b>	<b>RANK ORDER</b>
7005	75	27.5	102.5	1
7002	74	26	100	2
7004	70	25	95	3



## Explanation of BPAD Scoring

**Superior (Scores 30-32):** These candidates performed exceptionally well. They demonstrated excellent judgment, problem solving skills, communications skills, and awareness of the main issues in all scenes. They appear highly qualified to handle a wide range of situations on the job.

**Very Good (Scores 27-29):** These candidates have strong skills in problem solving, communicating, and identifying the main issues in work situations. They appear to be very reliable in handling a wide range of job situations.

**Good (Scores 24-26):** These candidates demonstrated generally effective responses in handling the work problems which were presented. While not as effective as the two higher groups, their responses were adequate to resolve the problems in each scene.

**Fair (Scores 21-23):** These candidates performed adequately on most scenes, but were somewhat inconsistent in their problem solving and communication skills.

**Inconsistent: (Scores 18-20):** These candidates had difficulties in three or more scenes. They either missed the main issues, were unable to solve the problem, or communicated ineffectively. They are likely to be inconsistent in solving problems on the job.