



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 *Detention Service Manager* which began with an electronic examination on November 15, 2023.

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 *Detention Service Manager*. The final certified list will be submitted to the Sheriff's Department Civil Service Commission, for approval, on **Thursday December 14, 2023**. If approved, under the current policy, the final certified list will be valid for one (1) year (until **December 14, 2024**).

For any questions contact Tricia Almarales via email at [Tricia.Almarales@dallascounty.org](mailto:Tricia.Almarales@dallascounty.org) or call (214) 653-6616.

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.

**DETENTION SERVICE  
MANAGER  
FINAL CERTIFIED PROMOTIONAL LIST**

| DALLAS COUNTY SHERIFF'S OFFICE<br>DETENTION SERVICE MANAGER<br>PROMOTIONAL LAW ENFORCEMENT EXAM<br>EXAM DATE: NOVEMBER 15, 2023 |         |                   |               |             |
|---|---------|-------------------|---------------|-------------|
| COUNT/<br>RANK  | ID CODE | OFFICIAL<br>SCORE | BPAD<br>SCORE | FINAL SCORE |
| 1   | 2103    | 71                | 24.5          | 95.5        |
| N/A   | 2104    | 68                | 0             | 68          |
| N/A   | 2106    | 62                | 0             | 62          |
| N/A   | 2108    | 52                | 0             | 52          |

**Explanation of BPAD Scoring**

**Superior (Scores 30-32):** These candidates performed extremely well. They demonstrated sound judgment, command presence, and appropriate sensitivity to both the task and interpersonal issues depicted in the scenes for the eight (8) scenarios/questions

**Very Good (Scores 27-29):** These candidates did very well in the process but they were slightly less consistent than the top candidates. They had good communication and interpersonal skills and were able to identify the issues presented in the scenarios/questions

**Good (Scores 24-26):** These candidates did well in the process, exhibiting generally effective responses with adequate plans to resolve the issues presented in the scenarios/questions

**Fair (Scores 21-23):** These candidates performed adequately in the test, but they were somewhat inconsistent in their plan development and interpersonal 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