



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 *Deputy III Sergeant* which began with a written examination on December 30th, 2025.

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 *Deputy III Sergeant*. The final certified list will be submitted to the Sheriff's Department Civil Service Commission, for approval, on **Thursday, January 22nd, 2025**. If approved, under the current policy, the final certified list will be valid for one (1) year (until **January 22, 2027**).

For any questions contact via email [Thomas.rodriquez@dallascounty.org](mailto:Thomas.rodriquez@dallascounty.org) or call (214) 653-6025.

**\*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.

**Deputy III Sergeant**  
**FINAL CERTIFIED PROMOTIONAL LIST**

DALLAS COUNTY SHERIFF'S OFFICE DEPUTY III SERGEANT PROMOTIONAL LAW ENFORCEMENT EXAM EXAM DATE: December 30th, 2025				
COUNT/ RANK	ID CODE	OFFICIAL SCORE	BPAD SCORE	FINAL SCORE
1	2021	84	24.5	108.5
2	2022	78	27	105
3	2023	70	24	94

**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