



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 IV Lieutenant* which began with a written examination on August 27, 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 IV Lieutenant*. The final certified list will be submitted to the Sheriff's Department Civil Service Commission, for approval, on **Thursday, September 18, 2025**. If approved, under the current policy, the final certified list will be valid for one (1) year (until **September 18, 2026**).

For any questions contact via email roosevelt.harrison@dallascounty.org or call (214) 653-6095.

***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 IV Lieutenant
FINAL CERTIFIED PROMOTIONAL LIST

DALLAS COUNTY SHERIFF'S OFFICE DEPUTY IV LIEUTENANT PROMOTIONAL LAW ENFORCEMENT EXAM EXAM DATE: August 27, 2025				
COUNT/ RANK	ID CODE	OFFICIAL SCORE	BPAD SCORE	FINAL SCORE
1	2001	87	22	109
2	2002	76	26.5	102.5
3	2003	72	29.5	101.5
4	2004	77	21	98
5	2005	71	26	97
6	2006	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