



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 a written examination on June 21, 2022.

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, July 21, 2022**. If approved, under the current policy, the final certified list will be valid for one (1) year (until **July 21, 2023**).

For any questions contact Tricia Almarales via email at 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 DETENTION SERVICE MANAGER PROMOTIONAL LAW ENFORCEMENT EXAM TEST DATE: JUNE 21, 2022				
Count/ Rank	ID Number	EXAM	BPAD	FINAL SCORE
1	2021	85	28.5	114
2	2025	82	26.5	109
3	2020	73	25	98
4	2026	72	23	95

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