



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 *Sergeant* and Detention Service Supervisor, which began with a written examination on **August 29, 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 *Sergeant and Detention Service Supervisor*. 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 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: August 29, 2019

SERGEANT

ID#	EXAM	B-PAD	FINAL SCORE	RANK ORDER
6009	81	25.5	106.5	1
6038	74	29.5	103.5	2
6006	77	24	101	3
6046	73	26	99	4
6014	71	25	96	5
6041	77	17.5	94.5	6
6015	75	19.5	94.5	7



FINAL CERTIFIED PROMOTIONAL LIST

DATE: August 29, 2019

DETENTION SERVICE SUPERVISOR

ID#	EXAM	B-PAD	FINAL SCORE	RANK ORDER
5023	81	29	110	1
5039	77	30	107	2
5031	74	28	102	3
5056	73	28.5	101.5	4
5020	76	25.5	101.5	5
5037	72	29	101	6
5042	73	27.5	100.5	7
5063	75	24	99	8
5032	71	27	98	9
5022	70	25	95	10
5025	71	23	94	11



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.