

Deputy Police Chief Promotional Examination Plan

Purpose:

Establish an eligibility list for the position of Deputy Police Chief through a competitive promotional process.

Qualified Candidates:

Participation is limited to qualified internal candidates who meet the minimum qualifications for the classification.

Oral Board Assessment:

Qualified candidates will be invited to participate in an oral board in late August or September. The panel will consist of 3–5 law enforcement executives and command-level leaders from neighboring agencies.

Scoring:

The oral board will be scored using a standardized rating system. Candidates must achieve a minimum passing score of 70%. The oral board score will constitute 100% of the examination score.

Eligibility List:

All candidates receiving a passing score will be placed on an eligibility list ranked by final score. The eligibility list will remain valid for twelve (12) months following Civil Service Board approval.

Chief Interview:

Upon certification of the eligibility list, the Police Chief may interview any of the top seven (7) ranked candidates on the eligibility list and may make a selection in accordance with Civil Service Rules.

Administration:

Human Resources will coordinate examination logistics, candidate notifications, scheduling, scoring documentation, and certification of the eligibility list.