

## **Police Lieutenant Exam Plan – November 2025**

Recruitment will be open to qualified internal candidates and will be posted in October 2025

### **Candidate Screening**

- Candidates will be reviewed by HR and the Police Administration to verify qualifications are met.
- Candidates that meet the qualifications will be invited to participate in the Assessment

### **Assessment Center – November 12, 2025**

- Four (4) Exercises
  - Expectations Presentation
  - Inbox Exercise
  - Critical Thinking Practical Scenarios
  - Oral Synopsis of Written Work
- Candidate Scores Measured by Five Behavioral Scoring Dimensions
  - Decision Making and Judgement
  - Interpersonal Communication
  - Leadership and Command Presence
  - Problem Solving and Critical Thinking
  - Written Communication and Oral Presentation
- 70% minimum passing score

**Final Score:** Testing will produce ranking for the Chief's interview.

**Consideration for list approval on December 11, 2025, Civil Service Commission meeting.**

**The top seven (7) candidates are eligible for Chief's Interview, and any may be selected.**