

Police Sergeant Exam Plan – January 2025

Open recruitment period posted for two weeks in December 2024

Step 1: 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 testing Phase 1.

Phase 1: Written Test – January 9, 2024

- 50 questions based on department policies and/or practices
- 70% minimum passing score

Phase 2: Assessment Center – January 23, 2024

- Top ten (10) from written test invited.
- Four (4) Exercises
- Candidate Scores Measure 3-5 of the following for each exercise:
 - Decisiveness
 - Oral Communication
 - Interpersonal Insight
 - Planning & Organization.
 - Delegation & Control
 - Oral Communication
 - Problem Analysis
 - Judgement
- 70% minimum passing score (per exercise)

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

Consideration for list approval on January 13, 2025, Civil Service Commission meeting.

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