



CITY OF CLEBURNE
CIVIL SERVICE COMMISSION
Announcement for Promotional Police Lieutenant Examination

AMENDED: FEBRUARY 27, 2020

PLACE: Cleburne City Hall Chambers
10 N. Robinson St
Cleburne, TX 76033

DATE & TIME: Wednesday, March 25, 2020—1:30 P.M.

TEST TIME: The time allowed for answering questions is 2 hours 30 minutes.

COMPENSATION: Base Salary - \$83,470.40 annually

Eligibility Requirements: Police promotional candidates shall successfully obtain the required college credit hours and/ or degree from an accredited college or university. This section pertains to eligibility for promotion, not appointments made under Section 014.

- Bachelor's degree (any field) or
- Associate's degree in criminal justice or related field

Police promotional candidates may possess a Proficiency certificate issued by the Texas Commission on Law Enforcement (TCOLE) in lieu of degree:

- TCOLE Intermediate Peace Officer proficiency certificate and 30 college credit hours.
- TCOLE Advanced Peace Officer proficiency certificate and 15 college credit hours.
- TCOLE Master Peace Officer proficiency certificate

Eligible Candidates: Registration of all eligible candidates desiring to take the examination must be made with the Director of Civil Service, Human Resource Department, 10 N. Robinson, Cleburne, Texas no later than 5:00 p.m., **Friday, March 6, 2020.**

Passing Grade and Seniority Points: Seniority points will be added to each grade, one (1) point for each year of full time service as a police officer in the Cleburne Police Department, up to a maximum of ten (10) points.

Contents of Written Examination: Examination questions will be taken from the following materials as prescribed by the City of Cleburne Civil Service Commission:



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1. **Leading at a Higher Level, Revised and Expanded Edition: Blanchard on Leadership and Creating High Performing Organizations (2nd Edition);** 2009; Susan Fowler and Ken Blanchard; Pearson Prentice Hall; ISBN-13: 978-0137011704; <http://www.amazon.com> **(16 QUESTIONS)**
2. **Great by Choice: Uncertainty, Chaos, and Luck—Why Some Thrive Despite them All;** 2011; Jim Collins and Morten T. Hansen; Harper Business; ISBN-13: 978-0062120991; <http://www.amazon.com> **(16 QUESTIONS)**
3. **4th Dimension Leadership: A Radical Strategy for Creating an Authentic Servant Leadership Culture;** 2017; Ron Holifield; Booklocker.com Inc.; ISBN-13: 978-1634920377; <http://www.amazon.com> **(17 QUESTIONS)**
4. **Developing a Performance Management Model: Your Action Guide to What Every Chief Executive Should Know: Using Data to Measure Police Performance;** 2008; Jon M. Shane; Looseleaf Law Publications; ISBN-13: 978-1932777741; <http://www.amazon.com> **(17 QUESTIONS)**
5. **Never Split the Difference: Negotiating as if Your Life Depended on It;** 2017; Chris Voss and Tahl Raz; VOSS/RAZ; ISBN-13: 978-1847941497; <http://www.amazon.com> **(17 QUESTIONS)**
6. **Traffic: Why We Drive the Way We Do (and What It Says About Us);** 2009; Tom Vanderbilt; Vintage; ISBN-13: 978-0307277190; <http://www.amazon.com> **(17 QUESTIONS)**

Eligibility List: Candidates meeting the requirements set out in the Civil Service Rules and Regulations will be placed on the eligibility list according to their final grades and such list shall be in force for one year from the date of examination unless exhausted prior to that date.

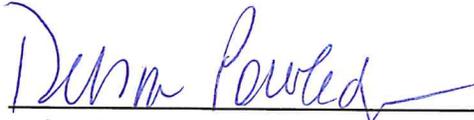
Special Notice: All candidates must make arrangements to be present at this examination regardless of vacation leave or days off. There will be no exceptions.

Unlawful Acts Prohibited: No persons shall make any false statements, certificate, mark, rating or report with regard to any test, certification or appointment made under any provision of this chapter or in any manner commit or attempt to commit any fraud preventing the impartial execution of the provisions of this chapter and policies there under.



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If anything in this posting is in conflict with the current City of Cleburne Firefighters' and Police Officers' Civil Service Commission Rules and Regulations, then the rules will apply.



Debra Powledge, Director-Human Resources/Civil Service

THIS IS TO CERTIFY THAT THIS NOTICE WAS POSTED ON THE CITY HALL BULLETIN BOARD ON **Monday, February 3, 2020.**

AMENDED: February 27, 2020

ATTEST 

City Secretary

