



# City of Denton

City Hall  
215 E. McKinney St.  
Denton, Texas 76201  
[www.cityofdenton.com](http://www.cityofdenton.com)

## Meeting Agenda

### Civil Service Commission

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Wednesday, April 29, 2026

1:00 PM

Fire Central - EOC Training Room

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After determining that a quorum is present, the Civil Service Commission of the City of Denton, Texas will convene in a Regular Meeting on Wednesday, April 29, 2026, at 1:00 p.m. in the EOC Training Room at the Central Fire Station, 332 E. Hickory Street, Denton, Texas at which the following items will be considered:

#### 1. ITEMS FOR CONSIDERATION

- A. [CSC26-025](#) Introduction of guests.
- B. [CSC26-026](#) Receive public comments.
- C. [CSC26-027](#) Consider approval of the minutes from the April 22, 2026, meeting.  
*Attachments:* [April 22, 2026 Minutes FINAL](#)
- D. [CSC26-028](#) Hold discussion and take action on the Commission List from the Fire Battalion Chief Examination that was administered on March 3, 2026.  
*Attachments:* [Agenda Information Sheet](#)  
[Fire Battalion Chief Commission List](#)  
[Fire Battalion Chief Exam Demographics](#)
- E. [CSC26-029](#) Hold discussion and take action on the appealed questions from the Fire Lieutenant Examination that was administered on March 5, 2026.  
*Attachments:* [Agenda Information Sheet](#)  
[Fire Lieutenant Appeals and Department Responses](#)  
[Fire Lieutenant Raw Scores](#)  
[Fire Lieutenant Exam Demographics](#)  
[Fire Lieutenant Promotional Source Material List](#)
- F. [CSC26-030](#) Hold discussion and take action on the appealed questions from the Fire Driver Examination that was administered on March 6, 2026.  
*Attachments:* [Agenda Information Sheet](#)  
[Fire Driver Appeals and Department Responses](#)  
[Fire Driver Raw Scores](#)  
[Fire Driver Exam Demographics](#)  
[Fire Lieutenant Promotional Source Material List](#)
- G. [CSC26-031](#) Discuss agenda and date of the next Civil Service Commission meeting.

#### 2. CONCLUDING ITEMS

A. Under Section 551.042 of the Texas Open Meetings Act, respond to inquiries from the Civil Service Commission or the public with specific factual information or recitation of policy, or accept a proposal to place the matter on the agenda for an upcoming meeting and under Section 551.0415 of the Texas Open Meetings Act, provide reports about items of community interest regarding which no action will be taken, to include: expressions of thanks, congratulations, or condolence; information regarding holiday schedules; an honorary or salutary recognition of a public official, public employee, or other citizen; a reminder about an upcoming event organized or sponsored by the governing body; information regarding a social, ceremonial, or community event organized or sponsored by an entity other than the governing body that was attended or is scheduled to be attended by a member of the Commission or an official or employee of the municipality; or an announcement involving an imminent threat to the public health and safety of people in the municipality that has arisen after the posting of the agenda.

NOTE: The Civil Service Commission reserves the right to adjourn into a Closed Meeting on any item on its open meeting agenda consistent with Chapter 551 of the Texas Government Code, as amended, or as otherwise allowed by law.

#### CERTIFICATE

I certify that the above notice of meeting was posted on the official website (<https://tx-denton.civicplus.com/242/Public-Meetings-Agendas>) and bulletin board at City Hall, 215 E. McKinney Street, Denton, Texas, on April 24, 2026, in advance of the three (3) business day posting deadline, as applicable, and in accordance with Chapter 551 of the Texas Government Code.

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OFFICE OF THE CITY SECRETARY

NOTE: THE CITY OF DENTON'S DESIGNATED PUBLIC MEETING FACILITIES ARE ACCESSIBLE IN ACCORDANCE WITH THE AMERICANS WITH DISABILITIES ACT. THE CITY WILL PROVIDE ACCOMMODATION, SUCH AS SIGN LANGUAGE INTERPRETERS FOR THE HEARING IMPAIRED, IF REQUESTED AT LEAST TWO (2) BUSINESS DAYS IN ADVANCE OF THE SCHEDULED MEETING. PLEASE CALL THE CITY SECRETARY'S OFFICE AT 940-349-8309 OR USE TELECOMMUNICATIONS DEVICES FOR THE DEAF (TDD) BY CALLING 1-800-RELAY-TX SO THAT REASONABLE ACCOMMODATION CAN BE ARRANGED.



**CITY OF DENTON  
CIVIL SERVICE COMMISSION  
MINUTES**

**Date/Time:** Wednesday, April 22, 2026, at 1:00 p.m.  
**Location:** Fire Central - EOC Training Room  
332 E. Hickory Street, Denton, TX 76205

After determining that a quorum was present, the Civil Service Commission of the City of Denton, Texas convened in a Regular Meeting on Wednesday, April 22, 2026, at 1:00 p.m. in Fire Central - EOC Training Room, 332 E. Hickory Street, Denton, Texas.

PRESENT: Commissioners Darhyl Ramsey and Dianne Baker

ABSENT WITH NOTICE: Commissioner John Baines

Also present were Director of Human Resources/Civil Service Director Megan Gilbreath, HR Specialist Heather Stubblefield, HR Administration Manager Lindey Sanders, Deputy City Attorney Michael Cronig, Fire Battalion Chief Luke Ridinger, Fire Captains Challie Pizano, James Waggoner Jr, Jeremy Hammonds, and Jared Hornback.

**1. ITEMS FOR CONSIDERATION**

A. CSC26-020 *Introduction of guests.*

None

B. CSC26-021 *Receive public comments.*

None

C. CSC26-022 *Consider approval of the minutes from the March 25, 2026, meeting.*

The Commissioners considered approval of minutes from the March 25, 2026, Civil Service Commission meeting. Commissioner Baker motioned to approve the minutes as presented, Commissioner Ramsey seconded the motion. The motion carried, 2 – 0 – 1.

AYES (2): Commissioners Baker and Ramsey

NAYS (0): None

ABSENT (1): Commissioner Baines

D. CSC26-023 *Hold discussion and take action on the appealed questions from the Fire Battalion Chief Examination that was administered on March 3, 2026.*

The Commissioners considered appeals of questions from the Fire Battalion Chief written examination that was administered on March 3, 2026. The following action was taken for each appealed question:

<i>Question</i>	<i>Action</i>	<i>Motion/Second</i>	<i>Vote</i>
2	Accept Answers A & B	Baker/Ramsey	2 – 0
5	Sustain the Answer Key	Baker/Ramsey	2 – 0
12	Accept Answers B & D	Baker/Ramsey	2 – 0
21	Sustain the Answer Key	Baker/Ramsey	2 – 0
28	Accept Answers B & C	Baker/Ramsey	2 – 0
36	Sustain the Key	Baker/Ramsey	1 – 1
44	Sustain the Key	Baker/Ramsey	2 – 0

47	Accept Answers A & D	Baker/Ramsey	2 – 0
66	Sustain the Answer Key	Baker/Ramsey	2 – 0
77	Sustain the Answer Key	Baker/Ramsey	1 – 1
90	Sustain the Answer Key	Baker/Ramsey	2 – 0
93	Accept Answers A & D	Baker/Ramsey	2 – 0
95	Sustain the Answer Key	Baker/Ramsey	2 – 0

E. CSC26-024 *Hold discussion on the date for the next Civil Service Commission meeting.*

The Civil Service Commission will meet on April 29, 2026, at 1:00 p.m. Commissioner Baker made a motion to adjourn at 2:43 p.m., Commissioner Ramsey seconded the motion. The motion carried, 2 – 0 – 1.

AYES (2): Commissioners Baker and Ramsey

NAYS (0): None

ABSENT (1): Commissioner Baines

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DARHYL RAMSEY, CHAIR

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DATE

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HEATHER STUBBLEFIELD,  
INTERIM CIVIL SERVICE SECRETARY

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DATE



# City of Denton

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215 E. McKinney Street  
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## AGENDA INFORMATION SHEET

**DEPARTMENT:** Human Resources

**CM/ DCM/ ACM:** Cassandra Ogden

**DATE:** April 29, 2026

### SUBJECT

Hold discussion and take action on the Commission List from the Fire Battalion Chief Examination that was administered on March 3, 2026.

### BACKGROUND

The Fire Department held a promotional examination for the rank of Battalion Chief on March 3, 2026. On April 22, 2026, the Civil Service Commission met and heard appeals from the Fire Battalion Chief appellants. Having heard the appeals, the Department’s responses, and discussing each appeal amongst the Commissioners, the Commission took the following action on the - (15) appeals over - (13) questions:

<i>Question</i>	<i>Action</i>	<i>Motion/Second</i>	<i>Vote</i>
2	Accept Answers A & B	Baker/Ramsey	2 – 0
5	Sustain the Answer Key	Baker/Ramsey	2 – 0
12	Accept Answers B & D	Baker/Ramsey	2 – 0
21	Sustain the Answer Key	Baker/Ramsey	2 – 0
28	Accept Answers B & C	Baker/Ramsey	2 – 0
36	Sustain the Key	Baker/Ramsey	1 – 1
44	Sustain the Key	Baker/Ramsey	2 – 0
47	Accept Answers A & D	Baker/Ramsey	2 – 0
66	Sustain the Answer Key	Baker/Ramsey	2 – 0
77	Sustain the Answer Key	Baker/Ramsey	1 -1
90	Sustain the Answer Key	Baker/Ramsey	2 – 0
93	Accept Answers A & D	Baker/Ramsey	2 – 0
95	Sustain the Answer Key	Baker/Ramsey	2 – 0

### OPTIONS

Hold discussion and take action on the Fire Battalion Chief Commission List.

### RECOMMENDATION

Approve the Fire Battalion Chief Commission List as presented.

### EXHIBITS

Exhibit 1 – Agenda Information Sheet

Exhibit 2 – Fire Battalion Chief Commission List

Respectfully submitted:  
Heather Stubblefield  
Interim Civil Service Secretary  
Human Resources Specialist



## DENTON FIRE DEPARTMENT

Fire Battalion Chief Commission List

Exam Date March 3, 2026

NAME	SENIORITY POINTS	RAW SCORE	WITH POINTS
Waggoner Jr, James	10	96	106
Hornback, Jared	10	91	101
Hammonds, Jeremy	10	88	98
Pizano, Challie	10	87	97
Rozell, Clayton	10	81	91

### March 3, 2026, Fire Battalion Chief Promotional Exam Demographics

	Number Registered	Percent Registered	Number Present	Percent Present	Number Passed	Percent Passed	Number Failed	Percent Failed
					(of those present)		(of those present)	
Male	5	100.00%	5	100.00%	5	100.00%	0	0.00%
Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Answer	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>5</b>	<b>100.00%</b>	<b>5</b>	<b>100.00%</b>	<b>5</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>
African American	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Caucasian	4	80.00%	4	100.00%	4	100.00%	0	0.00%
Hispanic	1	20.00%	1	100.00%	1	100.00%	0	0.00%
Asian	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Native American	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Answer	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>5</b>		<b>5</b>		<b>5</b>		<b>0</b>	



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## AGENDA INFORMATION SHEET

**DEPARTMENT:** Human Resources

**CM/DCM/ACM:** Cassandra Ogden

**DATE:** April 29, 2026

### **SUBJECT**

Receive a report, hold discussion, and take action on the appealed questions from the Fire Lieutenant Examination that was administered on March 5, 2026.

### **BACKGROUND**

On March 5, 2026, the Fire Department administered a promotional written examination for the position of Fire Lieutenant. Per the Texas Local Government Code Chapter 143.034, eligible promotional candidates are entitled to review their promotional examination and answers, the examination grading, and the source material for the examination. If still dissatisfied, they may appeal to the Commission.

There are three (3) appeals over three (3) questions for the Commission to review from the promotional examination for Fire Lieutenant.

### **OPTIONS**

Appeals to the Commission under the Local Rules and Regulations shall be limited to the quoted source material attributable to the referenced examination question. If the appeal does not include the basis and is not limited to the quoted source material, it will not be considered by the Commission.

Commissioners may sustain the answer key; disqualify the answer key (the Commission will designate/accept alternate answers); or disqualify the test question (the test question will not be included).

### **RECOMMENDATION**

Consider, hold discussion, and take action on the appealed questions from the Fire Lieutenant promotional examination.

### **EXHIBITS**

- Exhibit 1 – Agenda Information Sheet
- Exhibit 2 – Fire Lieutenant Appeals and Department Responses
- Exhibit 3 – Fire Lieutenant Raw Scores
- Exhibit 4 – Fire Lieutenant Exam Demographics
- Exhibit 5 – Fire Lieutenant Source Material List

Respectfully submitted:  
Heather Stubblefield  
Interim Civil Service Secretary  
Human Resources Specialist



## Denton Fire Department Fire Lieutenant Promotional Test Appeal

### APPEAL OF EXAMINATION QUESTION

INSTRUCTIONS: Please complete one form for each question you wish to appeal. State clearly what you believe is wrong with the question and provide a reason for your belief. The posted source material is the guide for the accuracy of any question or answer. Please type, print or write legibly. If additional space is needed, go to the bottom of this page.

EXAMINATION TITLE: **Fire Lieutenant**

TEST QUESTION # APPEALED: 40

EXAMINATION DATE: **March 5, 2026**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- Another answer, D is correct in addition to the keyed answer. Both answers should be graded correct.
- The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

Reason(s) supporting your appeal: (If appropriate, give the page number of the source that supports your claim.)

THE FIRE CAUSE DETERMINATION PROCESS IS WHAT GIVES FIRE INVESTIGATORS THE LEGAL AUTHORITY TO ENTER THE PROPERTY OF AN INDIVIDUAL WITHOUT VIOLATING PERSONAL RIGHTS. WITHOUT THIS LEGAL AUTHORITY, ANY EVIDENCE FOUND OR SEIZED WOULD BE INADMISSIBLE. IT IS AFTER THE LEGAL ENTRY THAT THE PLAIN VIEW DOCTRINE TAKES EFFECT. BOTH THE LEGAL ENTRY TO DETERMINE THE FIRE CAUSE, AND THE ABILITY GIVEN BY THE PLAIN VIEW DOCTRINE ARE EQUALLY IMPORTANT FOR THE COLLECTION OF EVIDENCE.

## ***Denton Fire Department Lieutenant Exam Appeals 2026***

The following questions are from **Fire Officer: Principles and Practice**

40. The \_\_\_\_\_ allows for potential evidence to be seized during the processing of a fire scene.

- a. plain view doctrine
- b. search and seizure provision
- c. 1st amendment
- d. fire cause determination process

Answer key: (a) Pg 185

Appeals: 1

**Department Response:** **Sustain the key.** Answer is verbatim from text on page 185. The appellant states the fire cause determination process gives the investigator legal authority to enter the property and without this authority evidence would be legally inadmissible. However, the “fire cause determination process” is not mentioned in the text. The text specifically states, “The plain view doctrine allows for potential evidence to be seized during the processing of a fire scene, if the investigator had a legal right to be there and the evidence is in plain view.”



**Denton Fire Department  
Fire Lieutenant  
Promotional Test Appeal**

APPEAL OF EXAMINATION QUESTION

INSTRUCTIONS: Please complete one form for each question you wish to appeal. State clearly what you believe is wrong with the question and provide a reason for your belief. The posted source material is the guide for the accuracy of any question or answer. Please type, print or write legibly. If additional space is needed, go to the bottom of this page.

EXAMINATION TITLE: **Fire Lieutenant**

TEST QUESTION # APPEALED: 65

EXAMINATION DATE: **March 5, 2026**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- Another answer, A is correct in addition to the keyed answer. Both answers should be graded correct.
- The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

Reason(s) supporting your appeal: (If appropriate, give the page number of the source that supports your claim.)

- For question 65 - Answer A is correct & should be excepted along with the keyed answer.
- Question 65) The rationale underlying the exhaustion of remedies doctrine is:
  - A) To prevent litigants from taking detours around administrative steps by going directly to court.
  - C) To encourage the use of administrative options.
  - D) Both answers A & C are correct.

Pg 79 - Exhaustion of remedies doctrine is a legal principle that requires a party who has a administrative remedy available to seek relief through Admin. remedy first. before proceeding to court.

It further states -

It requires a court to dismiss a lawsuit if the party bringing the action fails to utilize an available administrative tribunal to hear the case first.

Pg 80 - where the answer comes from

The rationale underlying the exhaustion of remedies doctrine is to encourage the use of Administrative options, & prevent litigants from taking detours.

Requires - is used 2 times on pg 79

Requires means to formally demand/order someone to do something

Encourage - to give support, confidence, or encourage someone, & stimulate an activity or process.

- If I require you to do something, I am not encouraging you to do something else.

Pg 79 - Even states. It requires a court to dismiss a lawsuit.

Do to the wording on page 79 verses the wording on Pg 80 - Answer A should also be accepted.

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The following questions are from Legal Considerations for Fire and Emergency Services

65. The rationale underlying the exhaustion of remedies doctrine is:

- a. to prevent litigants from taking detours around administrative steps by going directly to court.
- b. to ensure that no matter can be appealed once a remedy is applied.
- c. to encourage the use of administrative options.
- d. both answers a. and c. are correct

Answer key: (d) Pg 80

Appeals: 1

**Department Response:** **Sustain the key.** Answer is verbatim from text on page 80. The appellant explains why A should be accepted as a correct answer. Since the answer is D, which states both answers A and C are correct, then answer A is inherently already a correct answer...as is C, which is why D is the best answer choice.



**Denton Fire Department  
Fire Lieutenant  
Promotional Test Appeal**

APPEAL OF EXAMINATION QUESTION

INSTRUCTIONS: Please complete one form for each question you wish to appeal. State clearly what you believe is wrong with the question and provide a reason for your belief. The posted source material is the guide for the accuracy of any question or answer. Please type, print or write legibly. If additional space is needed, go to the bottom of this page.

EXAMINATION TITLE: **Fire Lieutenant**

TEST QUESTION # APPEALED: 94

EXAMINATION DATE: **March 5, 2026**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- Another answer, B is correct in addition to the keyed answer. Both answers should be graded correct.
- The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

Reason(s) supporting your appeal: (If appropriate, give the page number of the source that supports your claim.)

PA. 25, 52, AND 449 "CALORIC VALUE IS DEFINED AS

" THE AMOUNT OF HEAT REQUIRED TO RAISE ONE POUND OF WATER ONE DEGREE FAHRENHEIT "

QUESTION IS CONFUSING SINCE "BTU" IS THE UNIT OF MEASUREMENT FOR CALORIE.

PA. 25 " THE BASIC MEASUREMENT FOR CALORIC VALUE IS THE BTU, THE AMOUNT OF HEAT REQUIRED TO RAISE A POUND OF WATER ONE DEGREE FAHRENHEIT. "

The following questions are from Brannigan's Building Construction for the Fire Service

94. A \_\_\_\_\_ is the amount of heat required to raise a pound of water one degree Fahrenheit.

- a. British Thermal Unit
- b. Calorie
- c. Kelvin
- d. Centigrade

Answer key: (a) Pg 25

Appeals: 1

**Department Response:** **Sustain the key.** Answer is verbatim from text on page 25. The appellant states, "Question is confusing since 'BTU' is the unit of measurement for calorie." However, the text states, "The basic measurement of *caloric value* is the Btu (British thermal unit), the amount of heat required to raise a pound of water one degree Fahrenheit." While the "calorie" is also a unit of measurement, it is not referenced or applicable since the context of the section is *caloric value* of combustible materials. Also, a *calorie* is part of the metric system and is the energy needed to raise the temperature of a gram of water by one degree Celsius. It is possible the appellant confused calorie with caloric value.



# DENTON FIRE DEPARTMENT

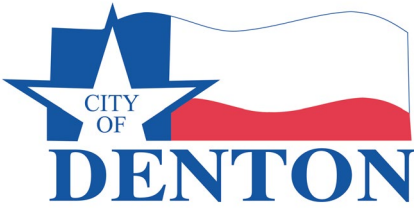
Fire Lieutenant Promotional Exam

Raw Scores, March 5, 2026

NAME	SENIORITY POINTS	RAW SCORE	WITH POINTS
Coile, Greg	10	89	99
Williams, Casey	9	89	98
Futch, Casey	8	89	97
Gilmore, Brian	10	87	97
Glaze, Jason	10	85	95
Arriaga, Julian	10	83	93
Morton, Ward	10	81	91
Rimmer, Rhett	9	73	82
Robert, Shane	10	71	81
Davis, Wade	10	69	79
Jones, Hunter	10	68	78

### March 5, 2026, Fire Lieutenant Promotional Exam Demographics

	Number Registered	Percent Registered	Number Present	Percent Present	Number Passed (of those present)	Percent Passed (of those present)	Number Failed (of those present)	Percent Failed (of those present)
Male	11	100.00%	11	100.00%	9	81.82%	2	18.18%
Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Answer	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>11</b>	<b>100.00%</b>	<b>11</b>	<b>100.00%</b>	<b>9</b>	<b>81.82%</b>	<b>2</b>	<b>18.18%</b>
African American	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Caucasian	9	81.82%	9	100.00%	7	77.78%	2	22.22%
Hispanic	2	18.18%	2	100.00%	2	100.00%	0	0.00%
Asian	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Native American	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Answer	1	9.09%	1	9.09%	0	0.00%	0	0.00%
<b>Total</b>	<b>11</b>		<b>11</b>		<b>9</b>		<b>2</b>	



## Denton Fire Department

### Promotional Exam Source Material 2026



#### Fire Lieutenant

1. **Occupational Safety, Health, and Wellness** (4<sup>th</sup> Ed.) (2018) IFSTA  
Fire Protection Publications, ISBN 978-0879396381
2. **Fire Officer Principles and Practice** (4<sup>th</sup> Ed.) (2021) IAFC/NFPA, Michael J. Ward, Jones & Bartlett Learning, ISBN 978-1284172393 (Section 1: Pages 4 – 247)
3. **Fire Officer's Handbook of Tactics** (5<sup>th</sup> Ed.) (2019) John Norman  
PennWell Corporation, ISBN 978-1593704186
4. **Legal Considerations for Fire & Emergency Services** (4<sup>th</sup> Ed.) (2022) J. Curtis Varone  
Fire Engineering Books & Videos, ISBN 978-1593705763
5. **Brannigan's Building Construction for the Fire Service** (6<sup>th</sup> Ed.) (2021) NFPA, Francis L. Brannigan, Glenn P. Corbett, Jones & Bartlett Learning, ISBN 978-1284177312



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## AGENDA INFORMATION SHEET

**DEPARTMENT:** Human Resources

**CM/DCM/ACM:** Cassandra Ogden

**DATE:** April 29, 2026

### **SUBJECT**

Receive a report, hold discussion, and take action on the appealed questions from the Fire Driver Examination that was administered on March 6, 2026.

### **BACKGROUND**

On March 6, 2026, the Fire Department administered a promotional written examination for the position of Fire Driver. Per the Texas Local Government Code Chapter 143.034, eligible promotional candidates are entitled to review their promotional examination and answers, the examination grading, and the source material for the examination. If still dissatisfied, they may appeal to the Commission.

There are fifteen (15) appeals over thirteen (13) questions for the Commission to review from the promotional examination for Fire Driver.

### **OPTIONS**

Appeals to the Commission under the Local Rules and Regulations shall be limited to the quoted source material attributable to the referenced examination question. If the appeal does not include the basis and is not limited to the quoted source material, it will not be considered by the Commission.

Commissioners may sustain the answer key; disqualify the answer key (the Commission will designate/accept alternate answers); or disqualify the test question (the test question will not be included).

### **RECOMMENDATION**

Consider, hold discussion, and take action on the appealed questions from the Fire Driver promotional examination.

### **EXHIBITS**

- Exhibit 1 – Agenda Information Sheet
- Exhibit 2 – Fire Driver Appeals and Department Responses
- Exhibit 3 – Fire Driver Raw Scores
- Exhibit 4 – Fire Driver Exam Demographics
- Exhibit 5 – Fire Driver Source Material List

Respectfully submitted:  
Heather Stubblefield  
Interim Civil Service Secretary  
Human Resources Specialist



**Denton Fire Department  
Fire Driver  
Promotional Test Appeal**

**APPEAL OF EXAMINATION QUESTION**

**INSTRUCTIONS:** Please complete one form for each question you wish to appeal. State clearly what you believe is wrong with the question and provide a reason for your belief. The posted source material is the guide for the accuracy of any question or answer. Please type, print or write legibly. If additional space is needed, go to the bottom of this page.

EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 12

EXAMINATION DATE: **March 6, 2026**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- Another answer, C is correct in addition to the keyed answer. Both answers should be graded correct.
- The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

The question is confusing on how it is written.  
In the book Level 1 is perception which the last  
sentence of the question asks about applying  
to our perception. The question never mentions  
Comprehension which is level 2. Due to the  
question being confusing I believe Both C + D  
should be considered correct, Ch 3 pg 95  
under situation awareness Levels 1 + Levels.

The following questions are from Occupational Safety, Health, and Wellness

12. In Level \_\_\_\_\_ of the situational awareness process, our knowledge and past experiences apply to our perception.

- a. Four
- b. Three
- c. One
- d. Two

Answer key: (d) Pg 95

Appeals: 1

**Department Response:** Sustain the key. Answer is verbatim from text on page 95. The text states that Level 1 is “Perception – Perceive the situation around us.” Then, the text states that Level 2 is “Comprehension—Apply our knowledge and past experiences to our perception and develop an understanding of the meaning of the situation.” So while perception is mentioned in Level 1, Level 2 is clearly building and expounding upon the basic perception developed in Level 1.



**Denton Fire Department  
Fire Driver  
Promotional Test Appeal**

**APPEAL OF EXAMINATION QUESTION**

**INSTRUCTIONS:** Please complete one form for each question you wish to appeal. State clearly what you believe is wrong with the question and provide a reason for your belief. The posted source material is the guide for the accuracy of any question or answer. Please type, print or write legibly. If additional space is needed, go to the bottom of this page.

EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 16

EXAMINATION DATE: **March 6, 2026**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- Another answer, C is correct in addition to the keyed answer. Both answers should be graded correct.
- The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

In Ch 9 pages 299-301 this is the pre plan or pre incident section which goes over all the indepth size up processes. In the question it asks what is the most intense part of the size up process. I understood that as asking what part goes more indepth of the size up or prepares ~~more~~ more for it because the pre plan phase is definittly more taxing & has way more steps in gathering info for the size up process. For that reason I believe C, during the pre plan phase should be the correct answer.

**The following questions are from Occupational Safety, Health, and Wellness**

16. The most intense part of the size up process occurs \_\_\_\_\_.
- a. upon arrival at an emergency incident scene
  - b. while fire operations are on going
  - c. during the pre-plan phase
  - d. upon dispatch of the incident

Answer key: (a) Pg 303

Appeals: 1

**Department Response:** **Sustain the key.** Answer is verbatim from text on page 303. The appellant explains that they misunderstood the question to ask what the most in-depth part of the size up is. The best answer to the most intense part of the size up is answer A.



**Denton Fire Department  
Fire Driver  
Promotional Test Appeal**

APPEAL OF EXAMINATION QUESTION

INSTRUCTIONS: Please complete one form for each question you wish to appeal. State clearly what you believe is wrong with the question and provide a reason for your belief. The posted source material is the guide for the accuracy of any question or answer. Please type, print or write legibly. If additional space is needed, go to the bottom of this page.

EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 28

EXAMINATION DATE: **March 6, 2026**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- Another answer, B is correct in addition to the keyed answer. Both answers should be graded correct.
- The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

Reason(s) supporting your appeal: (If appropriate, give the page number of the source that supports your claim.)

I WILL CONCERN THAT THE KEYED ANSWER "A" IS A DIRECT QUOTE FROM THE BOOK, BUT... ANSWER "B" IS ALSO CORRECT. THE KEYED ANSWER IS MERELY ONE SENTENCE IN THE BOOK, BUT THE EXAMPLE THEY USE TO DISCUSS THAT IS TWO PARAGRAPHS ON PAGE 33 DISCUSSING HOSE OPERATIONS. THOSE PARAGRAPHS CAN BE FOUND IN COLUMN 1 PARAGRAPHS 2+3 BEGINNING AT "BUILDING A SOLID TEAM..." AND ENDING AT THE "SAFETY TIP" THE ENTIRETY OF THESE PARAGRAPHS DISCUSS HOSE LINE OPERATIONS BETWEEN PACKING HOSE TO PULLING HOSE TO WAITING ON WATER & DELIVERING WATER SUPPLY.

**The following questions are from Fire Apparatus Driver/Operator**

**28. The more the crew knows about the driver/operator's roles and responsibilities, the \_\_\_\_\_.**

- a. stronger the crew synergy becomes
- b. greater the understanding of hoseline operations
- c. less likely they are to criticize the driver/operator whenever there is an issue
- d. more willing people become to seek out a position as a driver/operator

Answer key: (a) Pg 32

Appeals: 1

Department Response: **Sustain the key.** Answer is verbatim from text on page 32. The appellant states that the examples in the text discuss hose operations. However, the text does not use the phrase "hoseline operations." The examples in the text are further explaining how educating a crew about driver responsibilities will improve teamwork and build trust.



**Denton Fire Department  
Fire Driver  
Promotional Test Appeal**

**APPEAL OF EXAMINATION QUESTION**

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EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 29

EXAMINATION DATE: **March 6, 2026**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- Another answer, \_\_\_\_\_ is correct in addition to the keyed answer. Both answers should be graded correct.
- The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

Despite Answer "A" Being line-for-line to the question, I Believe Answer "D" is also an appropriate choice. Looking at the glossary definitions of solute, solution, and solvent, I believe a "dissolved substance" could also be qualified as a "particulate matter suspended in water." Pg 778

The following questions are from Fire Apparatus Driver/Operator

29. The amount of particulate matter suspended in water is known as \_\_\_\_\_.

- a. turbidity
- b. its hardness
- c. viscosity
- d. solubility

Answer key: (a) Pg 75

Appeals: 1

**Department Response: Sustain the key.** Answer is verbatim from text on page 75. The appellant felt that solubility should also be accepted; however, solubility is not found anywhere in the text and a solution is when a solute has *dissolved* in a solvent while turbidity is when a particulate is *suspended* (not dissolved).



**Denton Fire Department  
Fire Driver  
Promotional Test Appeal**

**APPEAL OF EXAMINATION QUESTION**

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EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 33

EXAMINATION DATE: **March 6, 2026**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- Another answer, B is correct in addition to the keyed answer. Both answers should be graded correct.
- The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

If the site is unsafe then you'll never use the site you found. From Ch 12 pages 421-431 it talks about how you'll only use safe drafting sites regardless of how many you find. That's why finding a safe location is the first option.

**The following questions are from Fire Apparatus Driver/Operator**

- 33. The first step in preparing to draft from a water source is to \_\_\_\_\_.**
- a. connect the suction hose and place into the water source
  - b. park the apparatus in a safe location
  - c. **find the water source**
  - d. place the appropriate strainer onto the suction hose

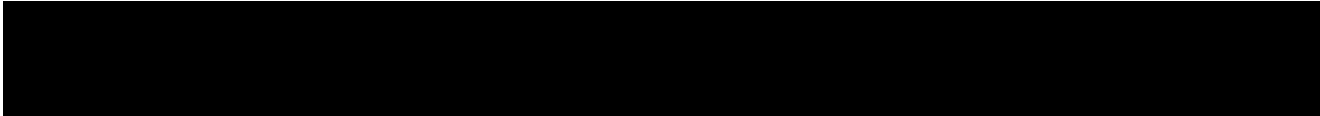
Answer key: (c) Pg 428

Appeals: 1

Department Response: **Sustain the key.** Answer is verbatim from text on page 428. In addition, the text further supports that answer on page 421, just under the section titled "Selecting a Drafting Site." The paragraph explains that when a drafting site must be selected, the most important consideration is the reliability of the source, then after that has been established, operational requirements can be considered. It goes on to state, "These include the purpose of the site and the positioning of the fire apparatus." Hence, after the water source is chosen, then parking in a safe location is considered.



Denton Fire Department
Fire Driver
Promotional Test Appeal



APPEAL OF EXAMINATION QUESTION

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EXAMINATION TITLE: Fire Driver

TEST QUESTION # APPEALED: 42

EXAMINATION DATE: March 6, 2026

DEPARTMENT ADMINISTERING EXAM: Fire

General nature of objection: (Check one of the following and explain fully below.)

- The keyed answer is not correct. Answer is the correct answer and should be allowed for credit instead of the keyed answer.
Another answer, A is correct in addition to the keyed answer. Both answers should be graded correct.
The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

Reason(s) supporting your appeal: (If appropriate, give the page number of the source that supports your claim.)

Ch 2. pg. 27-35 yes columns fail more suddenly but beams are more likely to fail and once at failure point they both will fail suddenly.

**The following questions are from Building Construction for the Fire Service**

**42. Which of the following statements is TRUE?**

- a. The failure of a beam is likely to be much more sudden than the failure of a column.
- b. The failure of a column is likely to occur much more suddenly than the failure of a beam.
- c. Failures in columns and beams usually occur in a similar fashion.
- d. There are too many variables to make a generalized comparison of the failure of beams and columns

Answer key: (b) Pg 50

Appeals: 1

**Department Response:** **Sustain the key.** Answer is verbatim from text on page 50. The appellant claims that beams are more likely to fail than columns; however the statement in question is in regards to how sudden the failure is, not how likely the failure is.



**Denton Fire Department  
Fire Driver  
Promotional Test Appeal**

**APPEAL OF EXAMINATION QUESTION**

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EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 62

EXAMINATION DATE: **March 6, 2026**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- Another answer, D is correct in addition to the keyed answer. Both answers should be graded correct.
- The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

Ch. 9 pg 257 + 258 states inspecting & examining the roof before cutting. Wore always going to inspect the roof before any cut is made. We examine what type of roof it is. What the integrity of the roof is materials, slope, high low points, and fire location. So examining the roof will happen before any cut. Which is why d should be correct also.

The following questions are from Fire Officer's Handbook of Tactics

**62. Making a trench cut on a roof should not be started until**

- a. the fire is extinguished.
- b. the main ventilation hole has been completed.
- c. it is determined the roof is an arched roof.
- d. the roof is examined for high and low points.

Answer key: (b) Pg 258

Appeals: 1

**Department Response: Sustain the key.** Answer is verbatim from text on page 258. The appellant claims that examination of the roof will occur before any cut. The text clearly states that making a trench cut “must not begin until the main ventilation hole has been completed.” The previous paragraph also reiterates this point.



# Denton Fire Department Fire Driver Promotional Test Appeal

## APPEAL OF EXAMINATION QUESTION

INSTRUCTIONS: Please complete one form for each question you wish to appeal. State clearly what you believe is wrong with the question and provide a reason for your belief. The posted source material is the guide for the accuracy of any question or answer. Please type, print or write legibly. If additional space is needed, go to the bottom of this page.

EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 63

EXAMINATION DATE: **March 6, 2026**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- Another answer, D is correct in addition to the keyed answer. Both answers should be graded correct.
- The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

Reason(s) supporting your appeal: (If appropriate, give the page number of the source that supports your claim.)

PAGE # 83, FIRE OFFICER'S HANDBOOK OF TACTICS

THE "RULE OF THUMB" IS AN INACCURATE RULE CONSIDERING THE EXAMPLES THAT FOLLOW.

EXAMPLE: A 15/16" tip AS A MAXIMUM ALLOWED OPENING ON A 1/4" SUPPLY IS GREATER THAN 1/2 OF THAT DIAMETER.

THE FIRST SENTENCE ON THE NEXT PARAGRAPH STATES "IT IS POSSIBLE TO USE A LARGER TIP IF THE HOSE STRETCH IS KEPT SHORT AND THE DISCHARGE PRESSURE IS RAISED SUFFICIENTLY..."

"NO NOZZLE SHOULD HAVE AN OPENING GREATER THAN HALF THE DIAMETER OF IT'S SUPPLY." NOT A RULE OF THUMB.

GENERALLY AT DENTON FD, IT IS IMPORTANT TO ENSURE CORRECT TIP SIZE FOR THE JOB AND SUPPLY. NOT HAVING AN OPENING GREATER THAN THE DIAMETER

... OF ITS SUPPLY IS A MORE APPROPRIATE "RULE OF THUMB" FOR US

**The following questions are from Fire Officer's Handbook of Tactics**

**63. As a rule of thumb, no nozzle should have an opening greater than**

- a. one inch.
- b. two inches.
- c. one-half the diameter of its supply.
- d. the diameter of its supply.

Answer key: (c) Pg 83

Appeals: 1

**Department Response:** Sustain the key. Answer is verbatim from text on page 83 and that is the most appropriate answer.



**Denton Fire Department  
Fire Driver  
Promotional Test Appeal**

**APPEAL OF EXAMINATION QUESTION**

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EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 64

EXAMINATION DATE: **March 6, 2026**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- Another answer, **A** \_\_\_\_\_ is correct in addition to the keyed answer. Both answers should be graded correct.
- The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

*When discussing ladder selection the length is irrelevant if the ladder is unsafe. Safety and length go hand in hand. The perfect length ladder does no good if it's been tagged as unsafe and the opposite is also true.*



**Denton Fire Department  
Fire Driver  
Promotional Test Appeal**

**APPEAL OF EXAMINATION QUESTION**

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EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 64

EXAMINATION DATE: **March 6, 2026**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- Another answer, A is correct in addition to the keyed answer. Both answers should be graded correct.
- The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

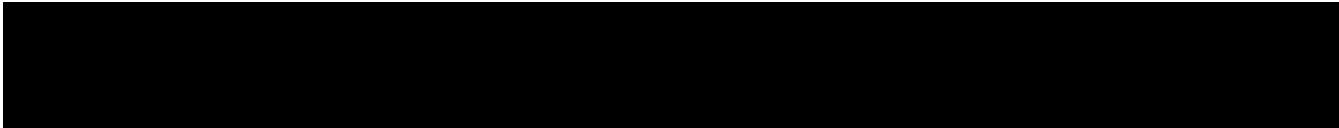
**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

Since when is safety NOT a important factor affecting ladder selection

EX 35foot, power ladders weight, single, multiple?



**Denton Fire Department  
Fire Driver  
Promotional Test Appeal**



APPEAL OF EXAMINATION QUESTION

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EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 6d1

EXAMINATION DATE: **March 6, 2026**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- Another answer, A is correct in addition to the keyed answer. Both answers should be graded correct.
- The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

pg. 169 "Guidelines for the safe use of ladders"  
1.) ... It is far safer to go back and get proper ladder

Questions and answers slightly contradictory. By following guidelines it is safer to get proper ladder which would include length, durability  
So by this statement "Safety" comes before selecting a length.

**The following questions are from Fire Officer's Handbook of Tactics**

**64. The most important factor affecting ladder selection is**

- a. safety.
- b. cost.
- c. durability.
- d. length.

Answer key: (d) Pg 165

Appeals: 3

Department Response: **Sustain the key.** Answer is verbatim from text on page 165. Under the heading, "Factors Affecting Ladder Selection," the text states, "Of all the factors affecting ladder selection, whether for purchasing or use, the single most important item must be its length. The strongest, lightest, *safest* ladder in the world is of absolutely no value if it is unable to reach the objective." No appellant cites any contradictory statements in the text. One appellant cites page 169 "Guidelines for the Safe Use of Ladders" and the first statement is "1. Use the proper **length** and type of ladder. Don't attempt to improvise except to save a life. It is far safer to go back and get the proper ladder." This text implies that the safer ladder is one of the *correct length*. The text on pages 164-165 under "Laddering" also discuss the importances of correct length. Safety is never mentioned as a factor affecting ladder selection.



**Denton Fire Department  
Fire Driver  
Promotional Test Appeal**

**APPEAL OF EXAMINATION QUESTION**

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EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 65

EXAMINATION DATE: **March 6, 2026**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- Another answer, \_\_\_\_\_ is correct in addition to the keyed answer. Both answers should be graded correct.
- The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

Source Material states "the ultimate destination of the hose" & that is not a choice. The Keyed Answer is not cited in the passage.

**The following questions are from Fire Officer's Handbook of Tactics**

65. Of the three items considered in putting a hose line into operation, the \_\_\_\_\_ will probably have the greatest effect on the fire.

- a. age, size and type of hose
- b. placement of the hose line
- c. durability of the hose line
- d. maneuverability of the hose line

Answer key: (b) Pg 75

Appeals: 1

**Department Response:** **Sustain the key.** The actual statement from the text is, "Of the three items to consider when putting a line into operation, the ultimate destination of the hose will probably have the greatest effect on the fire." However, the heading immediately above that statement is "The Placement of Hoselines." Also, the most similar answer to "ultimate destination" would be "placement."



**Denton Fire Department  
Fire Driver  
Promotional Test Appeal**

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EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 73

EXAMINATION DATE: **March 6, 2026**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- Another answer, A is correct in addition to the keyed answer. Both answers should be graded correct.
- The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

pp 278, 'once the fire has been brought under control and conditions start to improve, it is time to begin the secondary search'. This sentence exactly describes the containment phase.

**The following questions are from Fire Officer's Handbook of Tactics**

73. The secondary search is often combined with the \_\_\_\_\_ phase.

- a. containment
- b. postcontrol overhaul
- c. suppression
- d. none of the above

Answer key: (b) Pg 278

Appeals: 1

**Department Response: Sustain the key.** Answer is verbatim from text on page 278. The text states, "Once the visible fire has been brought under control and conditions start to improve, it is time to begin the secondary search. This is often combined with the postcontrol overhaul phase." The appellant states that the containment phase is described as "the visible fire has been brought under control and conditions start to improve"; however, the text clarifies that AFTER this happens, the secondary search begins. The question asks what phase is COMBINED with the secondary search, which is the postcontrol overhaul.



**Denton Fire Department  
Fire Driver  
Promotional Test Appeal**

**APPEAL OF EXAMINATION QUESTION**

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EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 74

EXAMINATION DATE: **March 6, 2026**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- Another answer, B is correct in addition to the keyed answer. Both answers should be graded correct.
- The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

Pg. 547

In first paragraph when discussing Class 2 construction (metal or noncombustible) as the least resistant to collapse when exposed to fire it specifically uses example of steel I-Beam and the pushing down columns. Uses specifically I-Beam multiple times

I believe both answers A+B could be correct and view B as more correct because it is used ~~as~~ in example explaining Class 2 construction and collapse. Obviously it needed clarification and example was needed.

**The following questions are from Fire Officer's Handbook of Tactics**

**74. Which of the following types of construction is the least resistant to collapse when exposed to fire?**

- a. metal or non-combustible
- b. poured concrete or steel I-beams
- c. ordinary brick with wood joists
- d. wood frame construction

Answer key: (a) Pg 547

Appeals: 1

**Department Response:** **Sustain the key.** Answer is verbatim from text on page 547. The appellant claims that the text gives the example of steel I-beams. However, the question asks for the *TYPE of construction* that is least resistant to collapse and “metal or non-combustible” is a type of construction whereas “poured concrete or steel I-beams” are construction materials that can be present in multiple different construction types. Therefore, A is the best choice.



**Denton Fire Department  
Fire Driver  
Promotional Test Appeal**

**APPEAL OF EXAMINATION QUESTION**

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EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 88

EXAMINATION DATE: **March 6, 2026**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- Another answer, B is correct in addition to the keyed answer. Both answers should be graded correct.
- The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

Transcription is the "method ~~of~~ by which a code is adopted"

If a entire code is in regulation it would be verbatim of that code.

Is question asking the method of ~~of~~ adopting a code or asking once a code is already adopted.

I believe this is bad question and both answers could be correct based on interpretation of question.

The following questions are from Fire Protection, Detection, and Suppression Systems

88. When an entire code is copied into regulation, it is known as \_\_\_\_\_.

- a. consensus
- b. verbatim
- c. transcription
- d. legislative

Answer key: (c) Pg 18

Appeals: 1

**Department Response:** **Sustain the key.** Answer is verbatim from text on page 18. The definition of transcription in this text is “where the entire code is copied into regulation” and it states that this is a method of adopting a code. The word “verbatim” is not used in this text and is not associated with code adoption.



# DENTON FIRE DEPARTMENT

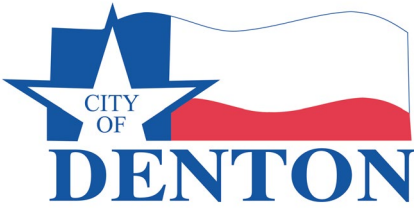
## Fire Driver Promotional Exam

Raw Scores, March 6, 2026

NAME	SENIORITY POINTS	RAW SCORE	WITH POINTS
Bird, Davis	7	93	100
Armstrong, Walker	4	92	96
Baca, Brent	10	82	92
Smith, Nicolas	3	88	91
Wise, Jared	3	87	90
Hardy, Colton	5	85	90
Jones, John	10	80	90
Holland, Alan	6	83	89
Cullum, Garrett	6	83	89
Hammond, Chris	7	82	89
Athey, Sara	10	78	88
Conaway, Michael	9	78	87
Earnhart, Bradley	10	76	86
Davis, Levi	6	78	84
Fernandez, Max	7	77	84
McGary, Brandon	10	74	84
Shelley, Jonathan	4	79	83
Evans, Corbin	4	79	83
Schertz, Dustin	8	74	82
Bishop, Kyle	9	73	82
Bentley, Craig	10	72	82
Pribble, Stephanie	7	74	81
Stewart, Morgan	4	75	79
Garcia, Alejandro	3	75	78
Skinner, Bryce	5	73	78
McDaniel, Conner	6	72	78
Boozer, Doug	3	73	76
Rodrighs, Christopher	6	66	72
Guthrie, Mason	3	67	70

### March 6, 2026, Fire Driver Promotional Exam Demographics

	Number Registered	Percent Registered	Number Present	Percent Present	Number Passed	Percent Passed	Number Failed	Percent Failed
			(of those registered)		(of those present)		(of those present)	
Male	30	90.91%	26	86.67%	24	92.31%	2	7.69%
Female	3	9.09%	3	100.00%	3	100.00%	0	0.00%
No Answer	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>33</b>	<b>100.00%</b>	<b>29</b>	<b>87.88%</b>	<b>27</b>	<b>93.10%</b>	<b>2</b>	<b>6.90%</b>
African American	1	3.03%	1	100.00%	1	100.00%	0	0.00%
Caucasian	30	90.91%	26	86.67%	24	92.31%	2	7.69%
Hispanic	2	6.06%	2	100.00%	2	100.00%	0	0.00%
Asian	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Native American	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Answer	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>33</b>		<b>29</b>		<b>27</b>		<b>2</b>	



## Denton Fire Department

### Promotional Exam Source Material 2026



#### Fire Lieutenant

1. **Occupational Safety, Health, and Wellness** (4<sup>th</sup> Ed.) (2018) IFSTA  
Fire Protection Publications, ISBN 978-0879396381
2. **Fire Officer Principles and Practice** (4<sup>th</sup> Ed.) (2021) IAFC/NFPA, Michael J. Ward, Jones & Bartlett Learning, ISBN 978-1284172393 (Section 1: Pages 4 – 247)
3. **Fire Officer's Handbook of Tactics** (5<sup>th</sup> Ed.) (2019) John Norman  
PennWell Corporation, ISBN 978-1593704186
4. **Legal Considerations for Fire & Emergency Services** (4<sup>th</sup> Ed.) (2022) J. Curtis Varone  
Fire Engineering Books & Videos, ISBN 978-1593705763
5. **Brannigan's Building Construction for the Fire Service** (6<sup>th</sup> Ed.) (2021) NFPA, Francis L. Brannigan, Glenn P. Corbett, Jones & Bartlett Learning, ISBN 978-1284177312