

# Position Opportunity

## City of Denton, Texas



### Notice of Civil Service Examination Police Lieutenant



**Registration Deadline: Friday, January 31, 2025**

The City of Denton will conduct a Civil Service promotional exam for the position of Police Lieutenant. The eligibility list created as a result of this examination shall be in effect for a period of one (1) year after the date on which the Civil Service Commission approves it, or until the list has been exhausted.

#### Minimum Qualifications:

- Must comply with all applicable state and civil service requirements (Chapter 143), local rules, and the Meet and Confer Agreement guidelines.
- Must have served in the next lower rank for at least two (2) years immediately before the examination date.

#### Registration Instructions:

Officers desiring to take this examination for the eligibility list must register their intent to do so by signing a “Letter of Intent” form and updating their employment information, and submitting to the Human Resources Department at 601 E. Hickory, Suite A, Denton, TX 76205, no later than **Friday, January 31, 2025, at 5:00 p.m.** Failure to register will result in the employee not being allowed to take this examination. Previous applications will not meet this registration requirement. Officers arriving after the posted examination date and time will not be allowed entrance to the test room to take the examination. The exam will be administered according to Article 5 of the current Meet and Confer Agreement.

#### WRITTEN EXAM

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**DATE:** Friday, February 13, 2025  
**TIME:** 1000 hrs.  
**PLACE:** Denton Police Department Training Facility, 719 E. Hickory, Denton, TX 76205  
**SALARY:** \$11,413.50/month (effective 1/4/2025)

#### Reference Materials for the exam are as follows:

1. **President's Task Force on 21 Century Policing - Final Report:** <https://cops.usdoj.gov/RIC/Publications/cops-p311-pub.pdf> (2015)
2. **Guiding Principles on Use of Force:** Police Executive Research Forum, <https://www.policeforum.org/assets/guidingprinciples1.pdf> (2016)
3. **The Infinite Game:** 1<sup>st</sup> Edition, Simon Sinek, Penguin Random House, 2019
4. **Dare to Lead: Brave Work. Tough Conversations. Whole Hearts:** 1<sup>st</sup> Edition, Brené Brown, Random House, 2018

5. **City of Denton Policy and Procedures:** 107.04 (Family & Medical Leave); 108.10 (Harassment Prevention); 108.11 (Drug and Alcohol Free Workplace); 108.12 (Anti-Substance Abuse and Rehabilitation); 108.13 (Investigation and Inspection of City Facilities/Equipment): date effective as to the 91<sup>st</sup> day before the date the promotional examination is held.
6. **Meet and Confer Agreement:** between the City of Denton and the Denton Police Officers Association effective October 1, 2022 (current agreement). Articles 7, 8, 9, and 11.
7. **Denton P.D. General Orders:**  
Date effective as to the 91<sup>st</sup> day before the date the promotional examination is held.
 

G.O. 300 – Response to Resistance	G.O. 516 – Public Recording of Law Enforcement Activity
G.O. 302 – Handcuffing and Restraints	G.O. 519 – First Amendment Assemblies
G.O. 303 – Control Devices	G.O. 704 – Portable Audio/Video Recorders
G.O. 304 – Electronic Control Devices	G.O. 1300 – Standards of Conduct
G.O. 305 – Firearms	G.O. 1301 – PRIDE
G.O. 306 – Vehicle Pursuits	G.O. 1302 – Policy of Equality
G.O. 307 – Foot Pursuits	G.O. 1303 – Anti-Retaliation
G.O. 308 – Officer Response to Calls	G.O. 1311 – Administrative Investigations and Discipline
G.O. 501 – Biased-Based Policing	

*\*Due to revisions of policy, G.O. section numbers are subject to change and are provided for reference only. Questions can be directed to Lt. Preston Pohler (940) 349-7956 or [Preston.Pohler@cityofdenton.com](mailto:Preston.Pohler@cityofdenton.com).*
8. **Texas Penal Code:** Chapter 22 (Assaultive Offenses), 31.03 (Theft), 32.47 (Fraudulent Destruction, Removal, or Concealment of Writing), Chapter 49 (Intoxication and Alcoholic Beverage Offenses)
9. **Texas Health and Safety Code:** Sec.573.001 (Apprehension by Peace Officer Without a Warrant)
10. **Texas Code of Criminal Procedure:** Chapter 5 (Family Violence Prevention), Chapter 14 (Arrest Without Warrant), Art.16.22 (Early Identification of Defendant Suspected of Having Mental Illness or Intellectual Disability)

## ASSESSMENT CENTER

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The assessment center board shall assess the candidate’s skills based on leadership group exercises, decision making exercises, and oral interview questions. For further details regarding the assessment center process, refer to Article 5, Section 8 of the 2022 – 2026 Meet and Confer Agreement.

**DATE:** March 18 – 21, 2025  
**TIME:** To be scheduled individually with eligible candidates  
**PLACE:** Denton Police Department Training Facility, 719 E. Hickory St., Denton, TX 76205

Approved:  
 Posted:

Human Resources Department – 601 E. Hickory, Suite A – Denton, TX 76205 – Telephone – 940-349-8340 – Fax – 940-349-8348  
 Upon request, accommodations will be provided to applicants in accordance with the Americans with Disabilities Act (ADA). Please call HR for information.