



CIVIL SERVICE COMMISSION

Resolution No. **CS**

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**RESOLUTION APPROVING CONDUCT OF THE RECRUITMENT AND EXAMINATION PROCESS FOR THE POSITION OF POLICE LIEUTENANT IN THE POLICE DEPARTMENT**

In accordance with Rule VI, sections 1, 3 and 4 of the Civil Service Rules and Regulations for Police and Fire Employees, the Civil Service Commission is required to approve by resolution the weights of examinations and the provisions and contents of the job announcement for all promotional examinations in the Police service. The Civil Service Commission is authorized to provide for, formulate, and hold competitive tests to determine the relative qualifications of applicants; and

In accordance with the Personnel Requisition dated July 18, 2026, where the previous eligible list will expire, it is necessary to hold a promotional examination for the position of Police Lieutenant in the Police Department; and

It is also necessary to determine the provisions and contents of the job announcement, set the weights of each component of the examination, determine the method of ranking and weighting of scores, and set the date of the examination; now, therefore,

BE IT RESOLVED BY THE CIVIL SERVICE COMMISSION OF THE CITY OF STOCKTON, AS FOLLOWS:

1. That the Human Resources Department is hereby appointed as Chief Examiner and is authorized to open the recruitment and examination process for the position of Police Lieutenant.
2. That the qualifying requirements for the examination, the minimum passing score, weights, and other details of the examination as referenced below:

MINIMUM QUALIFICATIONS

Attainment of the regular status rank of Police Sergeant in the Stockton Police Department and two (2) years of experience at that level as of April 22, 2026.

EXAMINATION

The examination will consist of a written examination weighted 65%, and an assessment center examination weighted 35%. In order to obtain a passing score, candidates must receive a minimum score of not less than seventy percent (70%) in each portion of the examination. (In the written portion only, passing may be other

than an arithmetic 70%). Only candidates successfully passing the written portion of the examination will be invited to participate in the assessment center.

In keeping with the Civil Service Rules and Regulations for Police and Fire Employees, a score less than 70% on either portion of the examination will result in failure of the entire examination process.

The written portion has a total weight of 65% and is comprised of two components: a multiple-choice exam worth 25%; and a writing component worth 40%. The written portion must be passed with a 70%; a score of less than 70% will result in failure of the entire examination process. The writing component may be read by the Chief of Police, or designee, and assessed by independent assessors.

#### SENIORITY POINTS

Candidates must pass all portions of the examination to be eligible for seniority points calculated by multiplying the time-in-rank as a Police Sergeant by 0.25, not to exceed a maximum of five (5) seniority points. Said points shall be added only to the eligible applicants' total passing score.

#### SCOPE OF THE EXAMINATION

The written and assessment examinations may include, but may not be limited to, the following areas:

Knowledge of: Principles, practices, techniques, and equipment used in police service, including law enforcement, patrol, crime investigation and prevention, pursuit and apprehension of suspects, and arrest and custody of prisoners. Principles and practices of employee supervision, including selection, training, work evaluation, and discipline. Administrative practices and methods, including planning, delegation, and program implementation. Practices and procedures of budget preparation and monitoring. Basic computer user record keeping and central access applications.

A recommended reading list will be published on the promotional employment announcement.

3. That the Human Resources Department is hereby directed to give notice of said examination as required by the City Charter and the Rules and Regulations of this Commission.

PASSED, APPROVED, and ADOPTED this 19th day of March 2026.

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DWIGHT WILLIAMS, CHAIR  
CITY OF STOCKTON

CIVIL SERVICE COMMISSION

ATTEST:

KATHERINE D. ROLAND, CMC, CPMC  
CITY CLERK  
CITY OF STOCKTON

By: \_\_\_\_\_