



CIVIL SERVICE COMMISSION

Resolution No. **CS**

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

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 November 13, 2024, where the previous eligible list will expire, it is necessary to hold a promotional examination for the position of Police Sergeant 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 Sergeant.

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 Officer in the Stockton Police Department and five (5) years of experience at that level as of April 24, 2024.

EXAMINATION

The examination will consist of a written examination weighted 70%, and an assessment center examination weighted 30%. 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 70% and is comprised of two components: a multiple-choice exam worth 25%; and a writing component worth 45%. 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 at a rate of 0.25 per year (or fraction thereof) of sworn service, 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 EXAMINATION

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

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; and Basic computer usage.

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 21st day of March 2024.

LORIE DIAZ-LIDDICOAT, CHAIR
CITY OF STOCKTON
CIVIL SERVICE COMMISSION

ATTEST:

ELIZA R. GARZA, CMC
CITY CLERK
SECRETARY TO THE CIVIL
SERVICE COMMISSION

By: _____