

- Experience is calculated utilizing months of service as a DPS sergeant through **June 28, 2026**. Human Resources personnel will determine experience scoring based on Human Resources records using the verifiable, total full months of service. A maximum score is achieved at 240 months. Any break-in-service, as defined in LEMSC rules, will not be credited toward the total months calculated. A break-in-service is defined in LEMSC rules as a period of absence from agency service of more than 240 consecutive working hours resulting from an employee's resignation, retirement, suspension, layoff, or leave of absence without pay.
- Education is calculated on a scale, beginning with 60 college credit hours and topping out with a master's degree, for a maximum of 100 points possible.
 - Applicants shall select the appropriate number of completed college or university coursework credit hours or the highest degree completed and attained. Any degree listed must be awarded from an institution recognized and accredited by a higher education accrediting organization identified and approved by the United States Department of Education. For audit and verification purposes, a copy of the applicant's diploma or unofficial transcript listing the degree awarded and/or classes completed must be uploaded at the time of application submission.
- Applicants will be required to upload supporting documentation, i.e., diploma or, if claiming hours only, an unofficial transcript. Applicants may have uploaded supporting documentation in past applications; however, they must do so again. It is each candidate's responsibility to ensure that any supporting documents are uploaded to NeoGov by the specified deadline.
- The experience and education portion will be weighted at 10% of the total.
 - Of this 10%, education will count as 50%, and time in the classification of sergeant 50%.
- Human Resources will validate the information provided by the applicant.

Phase II - Written Examination:

- Human Resources will administer the Written Examination in Phoenix, tentatively, the **Week of July 27, 2026**
- Late arrivals without a compelling reason will not be allowed to take the test and will be disqualified from the entire process.
- The multiple-choice test will consist of 100 questions.
- Candidates must achieve a minimum score of 70% to pass. Candidates who score below 70% are disqualified from the process.
- The written examination score will be weighted at 20% of the overall promotional score.
- Written examination scores will be provided to each candidate as soon as possible.
- Following Phase II, there will be a minimum of 20 days to allow for review and challenges pursuant to LEMSC Rule R13-5-305G.
- An alphabetically-sorted list of candidates moving to Phase III will be posted on the Portal.
- Candidates with the top **20** combined scores from Phase I and Phase II that are passing, plus ties, will proceed to the Qualifications Appraisal Process.

Phase III – Qualifications Appraisal Process (QAP):

- Evaluators will be a combination of DPS (captain and above) and other agency personnel holding the rank of lieutenant or above.
- The QAP will be conducted in Phoenix, tentatively, during the **Week of August 24, 2026.**
- The QAP will consist of an *Operational Assessment* (functioning as the on-scene commander for one or more practical exercises) and a *Qualifications Appraisal Board* (traditional question and answer).
- Late arrivals without a compelling reason will not be allowed to participate in the QAP and will be disqualified from the entire process.
- Candidates will be asked to sign an instruction page indicating they have received all the instructions and required materials.
- The QAB and Operational Assessment will be recorded.
- The QAP will be weighted 70% of the total. Of this 70%:
 - The mock practical exercise will be weighted 55%.
 - The qualifications appraisal board will be weighted 45%.
- A passing score of at least 70% must be achieved on each of the two individual elements of the QAP.
- The combined scores of Phase I, Phase II, and Phase III will be used to promulgate the final eligibility list, which will consist of 10 candidates plus ties.
- The list will be effective on the date of promulgation and shall expire within the time specified in LEMSC Rules. There will be no assurance of the number of promotions.

Major Erik Axlund will coordinate/chair the overall 2026 Captain Promotional Process.

Working groups have been designated as follows:

Phase I – Education & Experience

HR, Chair - Major Eric Anspach HR

Personnel TBD

Phase II – Written Examination

Chair – Major Ezekiel Zesiger

Captain Chad Hinderliter

Captain Josh Wilhelm

Captain Jared Gulisane

Phase III – Qualifications Appraisal Process

Practical Exercise Development & Evaluation

Chair – Major Warren Simpson

Captain Jamie Clark

Captain Jason Warren

Captain David Stopke

Captain Kirk Phillips

Captain Jason Covert

Lt. or above from an outside agency – TBD

Phase III – Qualifications Appraisal Process

Oral Board Development & Evaluation

Chair – Major Jack Johnson Jr.

Captain Stuart McGuffin

Captain Greg Kocis

Captain Jared Kramer

Lt. or above from an outside agency - TBD

SUGGESTED STUDY MATERIAL INCLUDES: (as of June 5, 2026)

General Orders

Law Bulletins

DMRs

Captain KSAs

Math

LEMSC Rules

ARS Title 13

ARS Title 28

ARS Title 41 (Chapter 12)

DPS Manuals

Book:

William H. McRaven, “The Wisdom of the Bullfrog: Leadership Made Simple (But Not Easy)

Articles:

[Ethical AI in law enforcement: Navigating the balance between innovation and responsibility](#)

[The Ingredients of Leading - Police Chief Magazine](#)

<https://www.police1.com/chiefs-sheriffs/articles/book-review-what-law-enforcement-leaders-can-learn-from-halseys-typhoon-LJv5vZBak26A06Hs/>

CANDIDATES HAVING A DISABILITY THAT MAY REQUIRE AN ACCOMMODATION SHALL NOTIFY HUMAN RESOURCES IN WRITING BY June 26, 2026.

Questions concerning the promotional process should be in writing and directed to Major Erik Axlund at eaxlund@azdps.gov.

TENTATIVE TIMELINE PROPOSAL

E-staff / LEMSC Approval of Plan –**Week of May 25, 2026**

Announcement – **June 5, 2026**

Phase I – NEOGOV Application – Education & Experience Due –**June 26, 2026**

Phase II – Written Examination –**Week of July 27, 2026**

Written Test Scoring –**Week of July 27, 2026**

Written Test Scores Sent to Applicants –**As soon as practical**

Phase III QAP –**Week of August 24, 2026**

Promulgate List – **Week of August 31, 2026**

2026 CAPTAIN PROMOTIONAL PROCESS SCORING

Experience is calculated utilizing months of service as a DPS sergeant.

- Applicants will receive credit for verifiable total full months (round down to the next whole number, i.e., 9.2 = 9; 9.4 = 9; 9.5 = 9; 9.6 = 9; etc.) as a sergeant. If there was a break-in-service, the cumulative time of all such occurrences shall be deducted from the total months calculated. A break-in-service is defined as a period of absence from agency service resulting from an employee's resignation, retirement, suspension, layoff, or leave of absence without pay. No time working for or employed with another law enforcement agency or military may be used. This portion is worth a maximum of 100-points and capped at 20 years. The scoring in this portion is calculated as the number of verifiable months in grade divided by 240, multiplied by 100 points.

Education

- Classes or coursework, either leading to or not to an accredited degree, will be scored on a scale as follows:
 - No points for 0-59 credit hours
 - 60 or more credit hours/AA Degree equates to 25 points
 - 120 or greater credit hours without attaining a Bachelor's Degree equate to 50 points
 - A Bachelor's Degree equates to 75 points
 - A Master's Degree or higher equates to 100 points

LEMSC Rule 13-5-302.F states:

Human Resources shall apply standardized scoring to a multi-phased examination when the number of competitors is five or more.

LEMSC definition: "Standardized scoring" means a statistical method used to ensure that the various components of a multi-phased examination receive their proper weights.

The Department will utilize the Z-Score to fulfill the LEMSC requirements for Standardized scoring.

The formula for calculating the final Z-Score is:

Standard deviation for the sample
(STDEV.S)

$$\text{Sample Standard Deviation: } s = \sqrt{\frac{\sum (X - \bar{x})^2}{n-1}}$$

Each phase of the examination will be scaled to its approved value.

Phase I (Education and Experience) will be multiplied by its assigned weight. (Applicant passing score *.10)

Phase II (Written Examination) will be multiplied by its assigned weight. (Applicant

passing score *.20) After Phase I and II, the top 20 candidates will proceed to the QAP.

Phase III (QAP) will be multiplied by its assigned weight. (Applicant passing score * .70)

The Z-score calculation will be applied to the applicants who successfully completed all three phases of the examination.