



CITY OF LAREDO

FIRE FIGHTERS' AND POLICE OFFICERS' CIVIL SERVICE COMMISSION

P.O. Box 579
Laredo, Texas 78042-0579



April 24, 2026

SOURCE MATERIAL FOR PROMOTIONAL EXAMINATION

POSITION = FIRE CAPTAIN – LAREDO FIRE DEPARTMENT

As per the Civil Service Commission Meeting held on April 22, 2026, the following is the list for the study guide sources for the Fire Captain Examination:

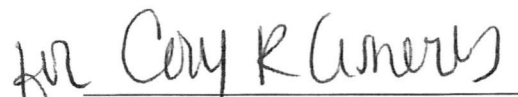
- The Evolving Fireground: Research-Based Tactics, 2E; Sean Gray and P.J. Norwood, SKU: 9781593705282 (2025, 440 pgs.)
(Fire Administration and Union Local 872 Joint Selection)
- The Dichotomy of Leadership: Balancing the Challenges of Extreme Ownership to Lead and Win (Expanded Edition). St. Martin's Press. Jocko Willink and Leif Babin. ISBN: 9781250354945 (2024, 336 pgs.)
- Mastering Fireground Command: Calm the Chaos by Kastros & Brush; SKU:9781593705992 (2024, 582 pgs.)

In accordance with of the current Collective Bargaining Agreement. The Fire Chief will select two (2) sources, and the third will be selected by mutual agreement of the Fire Chief and the Association. The mutually agreed source will have forty (40) questions, and the other two (2) sources will have thirty (30) questions each, for a total of one hundred (100) questions. The exam will consist of multiple-choice questions with only one correct answer. Choices that cannot be used include "all of the above," "none of the above," or any combination-type responses.

This notice was posted on the bulletin board at Laredo City Hall located at 1110 Houston Street, Laredo, Texas on the 24th day of April 2026 before 5 p.m.



CESAR R. GARZA
CIVIL SERVICE DIRECTOR



MARIO I. MALDONADO, JR.
CITY SECRETARY

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