



# 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 DEPUTY CHIEF – 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 Deputy Chief Examination:

- Managing Disciplinary Challenges in the Fire Service. Fire Law Group, LLC.; Curt Varone, ISBN: 979-8994484401, (2026, 323 pgs.)  
**(Fire Administration and Union Local 872 Joint Selection)**
- Fiscal Administration 11th Edition, John Mikesell, Cengage Learning, ISBN-10, 821413532X; ISBN-13; 978-8214135329 (2024,720 pgs.)
- Fire and Emergency Services Administration: Management and Leadership Practices, 3e, L. Charles Smeby Jr., Jones and Bartlett Learning, ISBN:9781284180213, (2022, 288 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 24<sup>th</sup> day of April 2026 before 5 p.m.

  
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CESAR R. GARZA  
CIVIL SERVICE DIRECTOR

  
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MARIO I. MALDONADO, JR.  
CITY SECRETARY

REG'D CITY SEC OFF  
APR 24 '26 AM 9:46