



**CITY OF CLEBURNE**  
**POLICE OFFICER**  
**ENTRY LEVEL WRITTEN TEST AND PHYSICAL ABILITY TEST**  
**Thursday, May 7, 2020 6:30 P.M.**  
**(No one admitted after 6:30 P.M.)**

**TEST SITE:**            **Booker T. Washington**  
                              **100 Mansfield Rd**  
                              **Cleburne, TX 76031**

**QUALIFICATIONS:**    As prescribed by Chapter 143 Local Government Code

**MINIMUM ELIGIBILITY REQUIREMENTS FOR POLICE OFFICERS**

An applicant for Firefighter or Police Officer shall meet the following qualifications in order to be considered for an entry-level position:

- (a) Makes application in the manner prescribed in the Notice of Examination, and files the application with the Director within the time limits prescribed in the notice of examination.
- (b) Achieve a minimum passing score of seventy (70) percent on the written examination: This minimum passing grade must be achieved before any veteran's points are added to the applicant's final grade.
- (c) Pass a background investigation, including submitting fingerprints for a criminal record check and a polygraph examination.
- (d) Applicants convicted of a felony under State, Federal or military law will not be considered for employment. The applicant will not be considered for employment while charges are pending for any offense.
- (e) Pass oral interviews conducted under the direction of the Fire or Police Chief.
- (f) Be a graduate of an accredited high school or have an equivalency certificate. Applicants shall be required to furnish official transcripts or other competent evidence of completion of the aforementioned academic requirements.
- (g) Applicants shall be a citizen of the United States and be able to read, write and fluently speak English.
- (h) Be of good moral character.

**ADDITIONAL MINIMUM ELIGIBILITY REQUIREMENTS FOR POLICE OFFICERS**

An applicant for police officer shall meet all of the following criteria in order to be considered for an entry-level position:

- (a) A person may not take an entrance examination for a beginning position in the police department unless the person is at least 18 years of age on the date of the entrance examination.
- (b) A person who is 45 years of age or older may not be certified for a beginning position in the police

- (b) A person who is 45 years of age or older may not be certified for a beginning position in the police department. Applicants who initially qualify to submit an application for an entrance examination, and whose name is subsequently placed on an eligibility list, shall have their names stricken from the list if they have exceeded the maximum age limit, prior to appointment and/or the expiration of the eligibility list, whichever occurs first.
- (c) Preferably possess certification as a Texas peace officer on the date of the entrance examination. Applicant shall provide evidence of certification by the Texas Commission on Law Enforcement (TCOLE) on or before date of hire. If applicant does not possess peace officer certification, he/she must meet all legal requirements necessary to become certified by TCOLE.
- (d) Have a valid Texas or out of state driver's license that is not in jeopardy of suspension or revocation on the date of hire.
- (e) Applicants for beginning positions in the police department shall, on their date of hire, have any of the following:
  - (i.) An associate's degree; or
  - (ii.) 60 semester hours of credit from an accredited college or university; or
  - (iii.) An honorable discharge from the armed forces of the United States after at least 24 months of active service.
- (f) In lieu of the above listed college education or military experience, applicants who are at least 21 years of age may have any of the following:
  - (i.) Current Texas peace officer license; or
  - (ii.) Current enrollment in a bachelor's or associate's degree program at an accredited college or university; or
  - (iii.) Current enrollment in a Texas basic peace officer course; or
  - (iv.) At least 24 months of full-time employment.
- (g) All education and/or experience must be verifiable. Applicants shall be required to furnish official transcripts or other competent evidence of eligibility to the police department's background investigator.
- (h) Is not prohibited by state or federal law from possessing firearms or ammunition.
- (i) Successfully complete (1) a post-job offer psychological examination conducted by a licensed psychologist or psychiatrist, if required by TCOLE Regulations; and (2) medical examination and physician certification that the candidate is not dependent on and does not use illegal drugs or misuse legal drugs and includes passing a visual acuity test with the standard established as 20/100 or better in each eye with both eyes correctable, with eyeglasses, to at least 20/20 binocular vision with contact lenses, and the ability to distinguish between basic color groups; and physician certification that the applicant is not dependent on and does not use illegal drugs or misuse legal drugs.

- (j) Successfully complete the physical ability assessment, as determined by the police department, demonstrating the applicant is physically capable of performing the essential functions for the position of police officer with or without accommodation. See Appendix for police officer physical ability assessment components.
- (k) Applicants must pass a typing test with a minimum of 30 wpm.

**BENEFITS:** Annual salary is \$51,417.60 plus Life/Health/Dental Insurance, TMRS, paid vacation, sick time, and holidays.

**APPLICATIONS:** Applications may be picked up at City Hall or downloaded from our website at [www.cleburne.net](http://www.cleburne.net). Applications and required documents must be on file in Human Resources by **5:00 PM, Friday, April 24, 2020**.

**APPLICATION MUST INCLUDE THE FOLLOWING:**

**Copy of:**

- Driver's license
- High School Diploma or GED
- Copy of college degree and/or college transcript
- DD214

To receive veteran's points, a copy of the **DD214 (Member-4)** Form showing honorable discharge with at least 180 consecutive days of duty service, must be submitted with the application.

**and include a copy of the following (if you possess):**

- Proof of Texas Peace Officer Certification
- Proof of Texas Peace Officer Intermediate Certification

**TESTING DAY:** Applicant must show proof of identity at test site by providing a valid driver's license. Applicant will need to be prepared to stay all day. After the examination and a break, the physical ability test will be administered to some/all of the applicants passing the written examination. Bring suitable clothing and shoes for participation in the physical assessment.

**POLICE OFFICER APPLICANT PHYSICAL ABILITY ASSESSMENT**

Applicants for the position of Probationary Police Officers will be required to successfully complete the Department's Physical Ability Assessment in order to be placed on the eligibility list.

- (1) The minimum standard for all applicants is passing the physical ability assessment the Department baseline percentile according to their age and gender as reflected in The Cleburne Police Department Fall 2018 Physical Readiness Testing Report.
- (2) The Department's physical ability assessment consists of rowing 2000 meters on a Concept 2 Rower with a damper setting of 5. The VO2 2000m Row Test is a scientifically accepted measure of cardiorespiratory fitness, which translates to an officer's physical readiness in the field during times of stress or altercation

Applicants can determine their target time by entering gender, weight, and age range in the VO2 Max calculator available on the Cleburne Police Department website.

- (3) The minimum standard for each applicant is based on age and gender. Using the percentage results for the test battery found in Cleburne Police Department Fall 2018 Physical Readiness Testing Report and 2000 meter row calculator.
- (4) Applicants must meet a minimum of 25% score for each test for the age and gender to be considered for employment.
- (5) Participants will be allowed to wear athletic shoes
- (6) An applicant failing to pass the physical ability assessment shall be deemed unsuitable for employment and not proceed further in the selection process.

**THE CITY OF CLEBURNE IS AN EQUAL OPPORTUNITY EMPLOYER.**

*Special accommodations are available when necessary to afford equal opportunity to participate in testing. Please make request in writing, five business days prior to test date to City of Cleburne, HR Department, PO Box 677, Cleburne, TX 76033.*

*This eligibility list is effective May 7, 2020 to November 7, 2020.*

CITY OF CLEBURNE  
Human Resources Department  
P.O. Box 677  
Cleburne, Texas 76033-0677

  
Debra Powledge, Civil Service Director

Posted: Wednesday, February 19, 2020

Posted 02/19/20, 2020 by   
City Secretary

