

DENISON POLICE DEPARTMENT

"Where your story begins..."

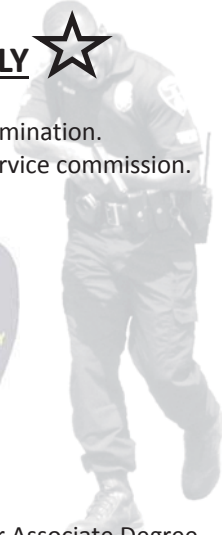


VERY IMPORTANT INFORMATION, READ CAREFULLY



Date Posted: January 2, 2018 in the main lobby, which is more than 10 days before the examination.
The eligibility list is valid for 12 months from the date certified by the civil service commission.

Examination:	Entry Level Police Officer
Duration of Eligibility List:	12 Months
Police Recruit Salary:	\$40,913.60
Certified <12 Months:	\$42,959.28
Certified >18 Months:	\$51,115.43
Salary Increases up to:	\$57,798.01



MINIMUM REQUIREMENTS:

Must be at least 21 years of age when licensed, or:

18 years of age with 60 hours of study at an accredited college or university; or Associate Degree from an accredited college or university; or honorable discharge after 2 years of military service.

Applicant will not be eligible if 45 years of age or older. Must pass examination with a score of 70; must pass physical agility examination, oral interviews, and psychological evaluation.

Must pass a thorough background investigation with no Class B Misdemeanors (within previous ten years) or any Class A Misdemeanor or Felony offenses within lifetime of applicant.

*** Offenses from other states will be related to comparable Texas State Statutes.**

*** Never convicted in any court of an offense involving family violence as defined under Chapter 71, Texas Family Code.**

APPLICATION DEADLINE: FRIDAY, February 9 AT 5:00 P.M.

Applications must be submitted on the City's employment application forms, which are available from and returnable to the City of Denison, 430 W. Chestnut, Attn: Human Resource Office, or mail to: P.O. Box 347, Denison, TX. 75021-0347. You can download the Police entry application packet from the following link:

www.cityofdenison.com/289/Recruitment. Study guides will be available for \$5.00.

The written examination will be given on **Saturday, February 17, 2018 at 9:00 a.m.** at The Hilton Garden Inn/ Texoma Event Center, 5015 US-75, Denison, TX 75020. You will need to provide the Test Administrator with a picture I.D. before you can take the examination. No I.D. and late arrivals will not take examination. Women and minorities encouraged to apply in accordance with LGC 143. Equal Opportunity Employer.

PLEASE BE ADVISED: In no case will applications or certifications be accepted after the deadline. You must submit, along with your application, a copy of your high school diploma or G.E.D, and a copy of your birth certificate. In order to receive 5 additional points on the examination for a passing grade, you must also send a copy of your DD214 (member-4) showing an honorable discharge. **Your Signature must be notarized on the authorization for release of personal information.** If the application or these required documents are not received by the deadline, you will not be eligible to take the examination. This information must accompany the application when completed and returned. Please submit any TCOLE certification paperwork you may have if you are a certified Peace Officer.

******PHYSICAL AGILITY WILL BE THE SAME DAY AT 1:00 P.M. FOR THOSE WHO PASS******

CIVIL SERVICE COMMISSION

Amy Lay | City of Denison

P.O. BOX 347 | Denison, TX 75021-0347

903.464.4449 | 903.465.4573 FAX



CITY OF DENISON

-AN EQUAL OPPORTUNITY EMPLOYER-

Last Name First Name Middle Name

Address: street city state zip code

Phone Number: Email address:

Position applied for: Date to start:

Are you currently on "lay-off status" and subject to recall? yes no

If yes, please explain:

Have you ever been fired or asked to resign? yes no

Have you ever been employed by the City of Denison? yes no

If yes, what dates, what position & department:

List your last three employers, starting with your present or most recent one. Include military, part-time, summer & volunteer work. periods of unemployment should be explained.

Employer: Job title:

Address: street city state zip code phone number

Dates employed: From: To:

Hourly rate/salary: Work performed:

Reason for leaving:

Supervisor: May we contact? yes no

Employer: Job title:

Address: street city state zip code phone number

Dates employed: From: To:

Hourly rate/salary: Work performed:

A valid driver's license and a good driving record is required for positions in public works, utilities, and some other city departments. some of these positions require a commercial driver's license.

Date of birth: _____ License no: _____ State: _____ Expiration: _____

Type of license: ____ Chauffeurs ____ Commercial ____ Operators

AUTHORIZATION TO RELEASE INFORMATION

TO WHOM IT MAY CONCERN: I AUTHORIZE ANY AND ALL LAW ENFORCEMENT AGENCIES TO RELEASE ANY AND ALL INFORMATION IN POLICE FILES PERTAINING TO ANY CRIMINAL ACTIVITY OR TRAFFIC VIOLATIONS ENGAGED IN BY ME TO THE PERSON OR BUSINESS FIRM BY WHATEVER NAME KNOWN, AS INDICATED BELOW. I RELEASE EACH LAW ENFORCEMENT AGENCY FROM DAMAGES OF WHATEVER KIND WHICH MAY AT ANY TIME RESULT TO ME, MY HEIRS, FAMILY, OR ASSOCIATES, BECAUSE OF COMPLIANCE WITH THIS REQUEST TO RELEASE INFORMATION, OR ANY ATTEMPT TO COMPLY WITH IT.

Applicant's Signature

Date

*Please make certain that all questions have been answered and the application is completed correctly before signing this application.

THIS INFORMATION IS REQUESTED BY THE CITY OF DENISON

Do you have a relative now working for the City of Denison? ____ yes ____ no

If yes, their name and relationship to you: _____

What position and department? _____

Have you ever been convicted of any misdemeanor or felony in adult court?

____ yes ____ no

If yes, please give details. if you have more than two convictions, request additional copies of this page. A conviction will not automatically keep you from being considered for city employment.

With what were you charged? _____

When: _____ Where: _____
month year city state

Fine: ____ yes ____ no If yes, how much? _____

Jail/prison: ____ yes ____ no If yes, where? _____

Probation: ____ yes ____ no If yes, begin date: _____ End date: _____

Parole completed/will complete: _____

When: _____ Where: _____
month year city state

Fine: ____ yes ____ no If yes, how much? _____

Jail/prison: ____ yes ____ no If yes, where? _____

Probation: ____ yes ____ no If yes, begin date: _____ End date: _____

Parole completed/will complete: _____

I, THE UNDERSIGNED, CERTIFY THAT I HAVE READ AND FULLY UNDERSTAND THIS FORM IN ITS ENTIRETY, AND THAT THE INFORMATION PROVIDED IS TRUE AND COMPLETE. I UNDERSTAND THAT SHOULD ANY STATEMENT I HAVE MADE PROVE FALSE, MISLEADING OR ERRONEOUS, IT MAY RESULT IN THE REJECTION OF MY APPLICATION OR, IF HIRED, DISMISSAL FROM THE CITY OF DENISON. I AUTHORIZE INVESTIGATION OF ALL STATEMENTS CONTAINED HEREIN AND THE REFERENCES LISTED TO GIVE YOU ANY AND ALL INFORMATION CONCERNING MY PREVIOUS EMPLOYMENT, AND ANY OTHER PERTINENT INFORMATION THEY MAY HAVE, PERSONAL, OR OTHERWISE, AND I RELEASE ALL PARTIES FROM ALL LIABILITY FOR ANY DAMAGE THAT MAY RESULT FROM FURNISHING SAME TO THE CITY. I UNDERSTAND AND AGREE THAT, IF HIRED, MY EMPLOYMENT IS "AT WILL" OR CONTINGENT AT THE PLEASURE OF THE CITY OF DENISON AND IS FOR NO DEFINITE PERIOD, AND REGARDLESS OF THE DATE OF PAYMENT OF MY WAGES OR SALARY, MAY BE TERMINATED AT ANY TIME WITHOUT ANY PRIOR NOTICE.

Applicant's signature

Date

*Please make sure that all questions have been answered and that application is completed correctly before signing this application.

DISCLOSURE & AUTHORIZATION FOR RELEASE OF INFORMATION

As part of our hiring background and investigation, we may obtain consumer reports to prepare an investigative consumer report. The investigative consumer report may consist of contacting all listed prior employers to verify your employment history. It may also include, but not be limited to, credit information reports, criminal history reports and driving history records. Under the provisions of the fair credit reporting act (15 USC at 1681-1681u) as amended, before we can seek such reports, we must have your written permission to obtain the information. You have the right, upon written request, to a complete and accurate disclosure of the nature and scope of the investigation, you are also entitled to a copy of your consumer rights us the fair credit reporting act.

AUTHORIZATION AND RELEASE TO OBTAIN INFORMATION

Under the provisions of the fair credit reporting act, 15 USC, Section 1681 ET SEQ., the Americans with disabilities act and all applicable federal, state, and local laws, I hereby authorize and permit "The City of Denison" to obtain a consumer report and/or investigative consumer report which may include the following:

1. My employment records;
2. Records concerning any driving, criminal history, credit history, civil record, worker' compensation (post-offer only) and drug testing;
3. (For truck drivers only) In accordance with the department of transportation motor carrier safety regulations, Section 382.413, information concerning alcohol and controlled substances for the past two years;
4. Verification of my academic and/or professional credentials, and information and/or copies of documents from any military service records.

I understand that an "investigative consumer report" may include information as to my character, general reputation, personal characteristics, and mode of living which may be obtained by interviews with individuals with whom I am acquainted or who may have knowledge concerning any such items of information.

I agree that a copy of this authorization has the same effect as an original.

I hereby release and hold harmless any person, firm, or entity that discloses matters in accordance with this authorization, as well as "The City of Denison" from liability that might otherwise result from the request for use of and/or disclosure of any or all of the foregoing information.

I understand and acknowledge that under provision of the fair credit reporting act may request a copy of any consumer report from the consumer reporting agency that compiled the report, after I have provided proper identification.

I hereby authorize "The City of Denison" to obtain and prepare an investigative consumer report as set forth above, as part of its investigation of my employment application.

Full Name _____
Please print
Signature
Date

CITY OF DENISON
DENISON, TEXAS

THE CITY OF DENISON IS AN EQUAL OPPORTUNITY EMPLOYER.

The data you provide on this form will be used to obtain and verify background information. It will be maintained separately from your application.

FULL NAME _____

MAIDEN NAME (if applicable) _____

GENDER _____ RACE _____

AGE _____ HEIGHT _____ WEIGHT _____

PLACE OF BIRTH _____

Have you ever been convicted for any violations of the law excluding minor traffic violations?

YES _____ NO _____

If yes, explain:

A false statement is grounds for rejection of your application or dismissal from employment.

Applicant's Signature

PHYSICAL AGILITY TEST CLAIMS RELEASE

I, _____, for and in consideration of the opportunity to be considered for employment with the Denison Police Department, do hereby release, indemnify and agree to hold harmless the City of Denison, the Denison Police Department, its employees, agents and assigns from and against any and all claims, liability, and causes of action which may have accrued or in the future accrue to me as a result of my taking of a test to determine my physical agility. I understand that the said physical agility test is required as a part of the application procedure for consideration for employment as a member of the Denison Police Department. I acknowledge that during the taking of the said test, my physical strength, ability, and condition will be measured and in conjunction therewith, I will be required to exert myself physically, and that such exertion is only intended to measure my physical agility and to determine whether or not I meet the job-related requirements regarding physical agility to be considered for employment by the Denison Police Department. I voluntarily agree to participate in the said test, and realizing the possible consequences of said test, agree to waive and abandon any claim, cause of action or liability that I may presently have or which I may attain in the future as a result of or with regard to the said test.

ACKNOWLEDGEMENT

I, _____, do hereby acknowledge that the foregoing instrument was executed by me for the purpose expressed therein, and I acknowledge that I have voluntarily executed the foregoing instrument, and that the contents thereof are true and correct.

Signature

Date

Witness

DENISON POLICE DEPARTMENT
AUTHORIZATION FOR RELEASE OF PERSONAL INFORMATION

I, _____, do hereby authorize a review, full disclosure and release of all records concerning myself to any duly authorized agent of the Denison Police Department, whether the said records are of public, private, or confidential nature. The intent of this authorization is to give my consent for full and complete disclosure and release of educational institutions, financial or credit institutions including records of loans, the records of commercial or retail credit agencies (including credit reports and/or ratings), and other financial statements and records wherever filed. All medical and psychiatric treatment and/or consultation, including hospitals, clinics, private practitioners, and the U.S. Veterans Administration; employment and pre-employment records including back ground reports efficiency ratings, complaints or grievances filed by or against me and the records and recollections of attorneys-at-law, or other counsel, whether representing me or another person in any case, criminal or civil, in which I presently have or have had an interest; any law enforcement agency records pertaining to any criminal or immoral conduct engaged in by me.

I understand that any information obtained by a personal history background investigation which is developed by directly, in whole or in part, upon this release authorization will be considered in determining my suitability for employment by the Denison Police Department. I also certify that any person(s) who may furnish such information do hereby release said person(s) from any and all liability which may be incurred as a result of furnishing such information.

I further agree to waive any right whatsoever to the background investigation record or psychological report developed through this waiver. A photocopy of this release form will be valid as an original thereof, even though said copy does not contain an original writing of my signature.

Applicant's Signature

Applicant's Address

Date of Birth

Social Security Number

STATE OF TEXAS

COUNTY OF _____

SWORN AND SUBSCRIBED BEFORE ME, this ____ day of _____, 20 ____.

Notary Public, _____ County, Texas

My Commission Expires _____

BACKGROUND

The Denison Police Department, in recognizing the importance of physical fitness status for job performance, has established physical readiness standards for applicants and incumbent officers. The agency has determined what areas of physical fitness are important for doing the job of officer and what level of fitness is necessary to perform the strenuous and essential functions of the job. Qualified applicants that fall short of passing the physical fitness portion of the hiring process may receive a second attempt the following week.

WHAT IS PHYSICAL FITNESS?

Physical fitness is having the physical readiness to perform the strenuous and critical physical tasks of the job. The physical fitness areas that have been determined to be the underlying factors for your capabilities to do the job consist of seven (7) specific and different areas.

- 1. Aerobic power or cardiovascular endurance.** This is having an efficient heart and cardiovascular system so that you can perform physical tasks over a sustained period of time. It is an important area for performing job tasks such as making foot pursuits and long-term use of force situations.
- 2. Anaerobic power.** This is having the ability to make short intense bursts of effort. This is an important area for performing job tasks such as short sprint pursuit situations.
- 3. Upper body absolute strength.** This is having the upper body strength to make maximal efforts against a resistance. This is important for performing physical tasks that require lifting, carrying and pushing.
- 4. Upper body muscular endurance.** This is having the capability to make repeated muscular contractions with the upper body without getting fatigued. This is important for many uses of force job tasks.
- 5. Agility.** This is having the ability to make quick movements with sprinting. This is important for making movements and changes of direction around obstacles during pursuits.
- 6. Leg explosive strength or power.** This is having the capability to jump with power. This is also having the ability to make short intense bursts of effort. This is an important area for performing job tasks such as jumping over obstacles and sprinting in pursuit situations.
- 7. Trunk or abdominal muscular endurance.** This is having the capability to make repeated muscular contractions with the abdominal area without getting fatigued. Your abdomen is the fulcrum of your body and is important in many tasks involving lifting, pulling and dragging.

There are other areas of physical fitness to include % body fat and flexibility. Those areas are important for overall fitness; however, they have not been determined to be predictive of how well an individual can perform the duties of an officer.

WHY IS PHYSICAL FITNESS IMPORTANT?

First, physical fitness is important because the seven physical fitness areas determine an individual's capability to do strenuous job tasks. Physical fitness is a bona fide occupational qualification (BFOQ). Secondly, physical fitness is important to minimize health risks for health problems such as heart disease, stroke and obesity – all of which can affect job performance capabilities.

HOW WILL PHYSICAL FITNESS BE MEASURED?

There are five (5) physical fitness tests that will be given in one day as a battery of tests.

- 1. 1.5 mile run.** This measures aerobic power or cardiovascular endurance (the ability to have stamina over time). The test consists of running/walking as fast as possible the distance of 1.5 miles.
- 2. 300 meter run.** This measures anaerobic power or the ability to make intense bursts of effort for a short time period or distance. The test consists of sprinting 300 meters as fast as possible.
- 3. Maximum sit up test.** This measures the capability of making repeated muscular contractions with the abdominal area without getting fatigued. Your abdomen is the fulcrum of your body and is important in many tasks involving lifting, pulling and dragging.
- 4. Maximum push up test.** This measures the muscular endurance of the upper body. The test consists of doing as many pushups from the front, lean and rest position with no time limit.
- 5. Agility run.** This measures agility. The test consists of sprinting and dodging around one-foot obstacles (traffic cones) over a 60-yard course as fast as possible.

WHAT TEST STANDARDS MUST I MEET?

You will be given the tests in the following sequence. There will be rest periods between each event. Each test is scored separately, 20 points each, with a maximum of 100 points. A combined score of 70 points is the minimum passing grade. The standards are as follows:

<u>TEST</u>	<u>STANDARD</u>	<u>SCORING</u>
Agility Run	20 Seconds	1 Point deducted for each second over 20
Maximum Sit Ups	20	1 Point deducted for each sit up not completed
300 Meter Run	70 Seconds	1 Point deducted for each second over 70
Maximum Push Ups	20	1 Point deducted for each push up not completed
1.5 Mile Run	17.00 minutes	1 Point deducted for each second over 17.00

HOW DO I PREPARE FOR THE TESTS?

You will have to train to meet the standards. Each test has a different training routine.

1.5 Mile Run

To prepare for this test, you need to gradually increase your running endurance. The schedule below is a proven progressive routine. If you can advance the schedule on a weekly basis, then proceed to the next level. If you can do the distance in less time, then do so.

WEEK	ACTIVITY	DISTANCE	TIME	FREQUENCY
1	Walk	1 Mile	17-20 min.	5 X Per Week
2	Walk	1.5 Miles	25-29 min.	5 X Per Week
3	Walk	2 Miles	32-35 min.	5 X Per Week
4	Walk	2 Miles	28-30 min.	5 X Per Week
5	Walk/Jog	2 Miles	27 min.	5 X Per Week
6	Walk/Jog	2 Miles	26 min.	5 X Per Week
7	Walk/Jog	2 Miles	25 min.	5 X Per Week
8	Walk/Jog	2 Miles	24 min.	5 X Per Week
9	Jog	2 Miles	23 min.	4 X Per Week
10	Jog	2 Miles	22 min.	4 X Per Week
11	Jog	2 Miles	21 min.	4 X Per Week
12	Jog	2 Miles	20 min.	4 X Per Week

300 Meter Run To prepare for this test you will need to do interval training.

The **first step** is to time yourself for an all out effort at 110 yards. This called your initial time or **IT**.

The **second step** is to divide the **IT** by .80 to get you starting Training time. Then follow the schedule below:

Week	Training Distance	Number of times you sprint Repetitions	Time for the sprint Training Time	Rest period between sprints Rest Time	Frequency
1, 2	110 yards	4	.80 into IT	2 min.	1 X per week
3, 4	110 yards	5	.80 into IT minus 2-3 sec.	2 min.	1 X per week
5, 6	110 yards	6	.80 into IT minus 5-6 sec.	2 min.	1 X per week
7, 8	220 yards	4	.80 into IT times 2	2 min.	1 X per week
9, 10	220 yards	4	.80 into IT times 2 minus 4 sec.	2 min.	2 X per week

Maximum Sit Up: To prepare for this test follow this routine.

The **first step** is to see how many sit ups you can do. That will become your Initial Training Repetition Dose or **ITRD**.

WEEK	SETS	REPETITIONS	FREQUENCY
1	1	ITRD	3 X per week
2	2	ITRD divided by $\frac{1}{2}$	3 X per week
3	3	ITRD divided by $\frac{1}{2}$	3 X per week
4	3	ITRD divided by $\frac{1}{2}$ plus 2	3 X per week
5	3	ITRD divided by $\frac{1}{2}$ plus 4	3 X per week
6	3	ITRD divided by $\frac{1}{2}$ plus 6	3 X per week
7	3	ITRD divided by $\frac{1}{2}$ plus 8	3 X per week
8	3	ITRD divided by $\frac{1}{2}$ plus 10	3 X per week

For successive weeks keep adding 2 more repetitions per week.

If you cannot do a regular sit up at first, do the modified sit up for several week following the same routine, then advance to the regular push up.

Maximum Push Up: To prepare for this test follow this routine.

The **first step** is to see how many pushups you can do. That will become your Initial Training Repetition Dose or **ITRD**.

WEEK	SETS	REPETITIONS	FREQUENCY
1	1	ITRD	3 X per week
2	2	ITRD divided by $\frac{1}{2}$	3 X per week
3	3	ITRD divided by $\frac{1}{2}$	3 X per week
4	3	ITRD divided by $\frac{1}{2}$ plus 2	3 X per week
5	3	ITRD divided by $\frac{1}{2}$ plus 4	3 X per week
6	3	ITRD divided by $\frac{1}{2}$ plus 6	3 X per week
7	3	ITRD divided by $\frac{1}{2}$ plus 8	3 X per week
8	3	ITRD divided by $\frac{1}{2}$ plus 10	3 X per week

For successive weeks keep adding 2 more repetitions per week.

If you cannot do a regular push up at first, do the modified push up for several week following the same routine, then advance to the regular push up.

Agility Run: To prepare for this test you will need to practice sprinting around obstacles.

1. Set up a course by spacing at least four (4) obstacles (chairs, cardboard boxes etc.)

10 feet apart for a total distance of at least 30 feet.

2. At least two days a week do two (2) sets of sprinting around the obstacles four times nonstop.