

Bryan Police Department

Entrance Exam Notice and Information

POSITION: Police Officer (Cadet and Certified)

EXAM DATE: Friday, October 23, 2020

TIME: 9:00 AM (check-in time is between 8:00AM – 8:45AM)

LOCATION: Brazos County Expo Complex
5827 Leonard Rd
Bryan, TX 77807

APPLICATION DEADLINE: Friday, October 16, 2020

Please ensure that you have completed the following steps in order to test for Police Officer:

Step 1: Apply Online. You must complete an online City of Bryan Application by Friday, October 16, 2020. You may apply by [clicking here](#). You will receive an online confirmation number upon successfully submitting your application. You will also receive a confirmation email from Human Resources within a week of submitting your application.

Step 2: Download Information Packet. You may download the applicant information packet by [clicking here](#). This packet contains important information on the Bryan Police Department, the application/hiring process, minimum standards and qualifications for the position, salary information, and a map to the testing site.

Step 3: Download Study Guide. You may download a free study guide for the exam by [clicking here](#). The study guide will also be sent to you in the confirmation email mentioned in step 1.

Step 4: For those with prior military service. If you received an honorable discharge from the Armed Services of the United States, you must furnish a copy of your DD-214 Form by the application deadline in order to receive an **additional five (5) points** added to your final score, should you pass the written examination. DD-214 Forms will not be accepted at the exam site for the additional points. You may submit your DD-214 by the application deadline in one of the following ways: attach a scanned copy to your online application, email it to mgarner@bryantx.gov, or fax it to 979-209-5059 (please confirm it was received if faxed).

Important:

For those who may have previously applied with the City of Bryan, please ensure your application is up-to-date, including work history, prior to submitting your application to the posting for Police Officer.

A Personal History Statement (PHS) Form is no longer required prior to the written exam. All applicants who pass the written exam and the physical exam will be asked to complete this form at a later date (and will be given details on examination day).

COVID-19 Notice: Due to the current pandemic, each applicant will receive detailed information on our safety precautions for testing. Please watch for this information during the application process and/or confirmation of application.

If you have questions about the application process, please contact Human Resources at 979-209-5064. Thank you.



COVID-19 Safety Precautions:

The Bryan Police Department will require applicants to adhere to the following safety precautions the day of the exam:

- Do not attend the exam if you are ill.
- Do not attend if you have tested positive, have results pending, or have you been 'presumed positive' by a doctor for COVID-19 (within 14 days prior to the exam).
- Do not attend the exam if you have had close contact to anyone with COVID-19 or COVID-19 symptoms (within 14 days prior to the exam).
- Completion of a COVID-19 attestation form.
- Submit to a temperature check prior to entering the test site. (Individuals with temperatures at 100 degrees or higher will not be admitted)
- Ensure you have properly washed/sanitized your hands prior to entering the testing site.
- Ensure you wear a face mask (over mouth AND nose at all times) while at the testing site.
- Ensure you follow social and physical distancing standards by maintaining at least 6 feet of separation from other individuals.
- Do not bring food or drink in to the testing site.



Bryan Police Department Information Sheet

The Bryan Police Department is seeking individuals with integrity who are committed to public service, dedicated and professional, with a willingness and compassion to work together with the citizens of Bryan to maintain a healthy and safe community.

The City of Bryan has a population of approximately 80,000 and is conveniently located at the center of the Dallas/Fort Worth, Houston, and Austin/San Antonio triangle. Bryan and its neighboring city, College-Station, share an abundance of large city amenities while still having the feel of a small community. Bryan is proud of its diverse culture, quality homes and neighborhoods, exceptional educational facilities, and advanced health care facilities.

DEPARTMENT OPPORTUNITIES

The Bryan Police Department has 157 sworn personnel and 12 reserve officers. The Department is organized into two bureaus: Patrol Services Bureau and the Investigative Services Bureau. Specialized divisions include:

- Patrol
- Criminal Investigation Division
- Training and Recruiting
- K-9
- Directed Deployment Team
- Neighborhood Enforcement Team
- Criminal Intelligence Unit
- School Resource Officers
- Crisis Negotiation Team
- Drug Enforcement Team
- Tactical Response Team
- Traffic Safety Unit
- Reserve Officer Unit

HIRING PROCESS

The duration of the hiring process can take anywhere from 2 – 6 months. Each applicant must successfully complete the following steps:

- Employment Application
- Written Exam *
- Physical Fitness Assessment (sit-ups, pushups and 1.5 mile run)
- Personal History Statement
- Preliminary Interview
- Background Investigation
- Polygraph Exam
- Oral Interview Board
- Psychological Exam
- Police Chief Interview
- Medical Exam – Drug Screen

* Candidates that pass the written exam with a 70% or higher are placed on a hiring eligibility list. Successful candidates are ranked on the eligibility list in order of their final score on the written examination. Five extra credit points will be given to applicants who meet veteran status requirements *and* provide their DD-214 prior to the application deadline. If applicants successfully complete all the remaining steps in the process, they will remain on the eligibility list for one (1) year from the date of the exam. Applicants will need to re-apply if the list expires.

Hiring preference may be given to those candidates on the eligibility list who hold a peace officer's license through the Texas Commission on Law Enforcement (or appropriate organization named by the State).

BASIC QUALIFICATIONS

- U.S. Citizen;
- High School Diploma or have a high school equivalency certificate/GED;
- At least 21 years of age and not more than 44 years of age at the time of hire;
- Valid Texas driver's license with good driving record at the time of hire;
- Good moral character, stable employment record and no history of any conduct which may affect suitability for law enforcement work;
- If applicable, military service discharge must be under honorable conditions as stipulated on DD-214 form;
- No felony or Class A misdemeanor convictions; no Class B misdemeanor convictions within the past (10) years.

BENEFITS

- Health plan including dental coverage – co-pay plan or high-deductible plan w/employer contribution to health savings account
- Vision, prescription, and other optional plans available
- Flexible spending accounts – health care and dependent care
- Life insurance with option to purchase additional coverage for self and/or dependents
- Long-term disability plan and short-term disability plan
- Retirement plan – automatic participation (7% employee contribution – City matches 2-1)
- Optional 457 deferred compensation plan
- Paid sick leave with unlimited accumulation
- Paid vacation leave with unlimited accumulation and holidays
- Employee Assistance Program
- Uniforms provided and cleaned
- Equipment furnished, including regulation weapon
- Longevity pay - \$4/month for each year of service to a maximum of \$1200/year
- 12-hours shift schedule for Patrol division – 3 day weekend approx. twice/month
- Mobile data computers in police vehicles
- TCOLE Certificate Pay

FOR MORE INFORMATION

For more information call the Bryan Police Department - Training & Recruiting at (979)209-5307 or the Human Resources Department (979)209-5064.

BRYAN POLICE DEPARTMENT PHYSICAL FITNESS ASSESSMENT

FITNESS ASSESSMENT

All applicants will be expected to successfully complete the following activities relating to physical fitness:

A. CARDIORESPIRATORY ENDURANCE

A timed 1.5 mile run without any assistance.

1.5 MILE RUN			
Age	21-29	30-39	40-44
Male	13:16	13:46	14:34
Female	15:52	16:38	17:22

B. UPPER BODY STRENGTH

Push-up test (Place hands comfortably on the ground shoulder width apart. Place feet 0-12" apart. The body should be in a straight line from shoulders to ankles throughout the exercise.). The time limit will be one (1) minute. Females may perform modified push-ups.

PUSH-UPS			
Age	21-29	30-39	40-44
Male (full body)	26	20	15
Female (modified)	20	15	10
Female (full body)	13	9	7

C. ABDOMINAL STRENGTH

One minute sit-up test (Lie on back with knees at a 90 degree angle and heels on the ground. Feet may be together or apart. Fingers must stay cupped behind ears throughout the exercise. A partner may help hold heels to the ground.)

SIT-UPS			
Age	21-29	30-39	40-44
Male	35	32	27
Female	30	22	17

D. WEAPON TEST

A strength test for firing a weapon will be administered along with the above fitness assessment. The applicant must hold an unloaded police service pistol at arms-length parallel to the ground and pull the trigger 6 times with each hand. This test may be administered, at the Police Department's discretion, by using a trigger-pull simulator.

**CITY OF BRYAN
POLICE PAY SCALE
FISCAL YEAR 2020
EFFECTIVE 10/7/19**

RANK	GRADE / STEP	HOURLY RATE	ANNUAL RATE	REQUIREMENT
Police Cadet	PO2-1	\$26.68	\$55,500	Enrollment in Basic Peace Officer Academy/ Start of Probationary Period
Police Officer	PO3-1	\$28.11	\$58,469	Basic Certificate
	PO3-2	\$28.70	\$59,696	1 year at PO3-1
	PO3-3	\$29.31	\$60,965	1 year at PO3-2
	PO3-4	\$30.06	\$62,525	1 year at PO3-3
	PO3-5	\$30.37	\$63,170	Intermediate Certificate
	PO3-6	\$31.31	\$65,125	1 year at PO3-5
	PO3-7	\$32.09	\$66,747	1 year at PO3-6
	PO3-8	\$32.98	\$68,598	1 year at PO3-7
	PO3-9	\$33.85	\$70,408	Advanced Certificate
	PO3-10	\$34.72	\$72,218	1 year at PO3-9
	PO3-11	\$35.67	\$74,194	1 year at PO3-10
	PO3-12	\$36.63	\$76,190	1 year at PO3-11
	PO3-13	\$37.82	\$78,666	Master Certificate
	PO3-14	\$38.40	\$79,872	1 year at PO3-13
Police Sergeant	PO4-1	\$37.55	\$78,104	Promotion to Sergeant; Intermediate Certificate
	PO4-2	\$38.33	\$79,726	1 year at PO4-1
	PO4-3	\$39.10	\$81,328	1 year at PO4-2
	PO4-4	\$41.12	\$85,530	Promotion to Sergeant; Advanced Certificate
	PO4-5	\$41.92	\$87,194	1 year at PO4-4
	PO4-6	\$42.78	\$88,982	1 year at PO4-5
	PO4-7	\$44.23	\$91,998	Promotion to Sergeant; Master Certificate
	PO4-8	\$45.11	\$93,829	1 year at PO4-7
Police Lieutenant	PO5-1	\$44.68	\$92,934	Promotion to Lieutenant; Advanced Certificate
	PO5-2	\$45.60	\$94,848	1 year at PO5-1
	PO5-3	\$46.50	\$96,720	1 year at PO5-2
	PO5-4	\$49.14	\$102,211	Promotion to Lieutenant; Master Certificate
	PO5-5	\$50.61	\$105,269	1 year at PO5-4
	PO5-6	\$52.60	\$109,408	1 year at PO5-5

**CITY OF BRYAN
CLASSIFIED POLICE CERTIFICATION PAY**

As of 10/1/19

CERTIFICATE	MONTHLY RATE
Basic	\$0
Intermediate	\$75
Advanced	\$100
Master	\$150

Exam Location – Brazos County Expo Complex

