



Pasadena Police Department

Eligibility Requirements

1. You must be a United States citizen prior to receiving an employment offer.
2. You must be at least 18 years of age for all civilian positions by the date of hire.
3. Applicants for dispatcher/jailer positions must successfully pass current entrance examinations.
4. Applicants for police officer positions must be at least 21 years of age and not yet 45 years of age by the date of commission.
5. At the time of civil service test, you must have a high school diploma from an accredited school or program. In lieu of a high school diploma, a G.E.D will be accepted if you have completed 12 college hours at an accredited college or university, with a cumulative grade point average of 2.0 or higher.
6. You must have a valid and current Texas driver's license by the date of hire.
7. You must have good visual acuity, normal color vision, and depth perception consistent with the occupational demands of law enforcement. Applicants must possess binocular (three dimensional) vision and have eyesight which is correctable to 20/20, not to exceed 20/100 uncorrected in either eye. Applicants must be able to distinguish the full spectrum of color vision by passing the color vision test. Any applicant who completes the color vision test with two or more crossings in the same direction is automatically disqualified. You will be required to submit to an eye examination by a doctor of ophthalmology or optometry.
8. You must not have any defects or physical conditions that would interfere with the duties and performance of a police officer.
9. You must meet all licensing requirements as established by current T.C.O.L.E. rules.
10. You must abide by the Pasadena Police Department's current tattoo policy.

Eligibility List for Applicants

All police officer applicants will begin the application process by completing a written Civil Service examination. Applicants will be ranked according to their Civil Service exam score which must be a minimum of 70%. Previous military service adds five (5) points to a passing Civil Service exam score. All police officer applicants must also successfully pass a physical agility test. An explanation of the physical agility test will be provided to applicants prior to the test date.

All applicants must also successfully pass a comprehensive background investigation, polygraph examination, and an oral review board. All applicants who are given a conditional offer of employment must also submit to and successfully pass a psychological examination, eye examination, medical examination, and drug screen.

A failing score or unacceptable results on any of the above listed requirements will result in the applicant being removed from the hiring process.

Permanent Disqualifiers

Any of the following will permanently disqualify an applicant from consideration. The listed terms shall have the following meanings, as defined by the Texas Commission on Law Enforcement:

1. Must not have been convicted, plead guilty or nolo contendere, placed on probation, community supervision, or deferred adjudication for any offense above the grade of a Class C Misdemeanor regardless of whether an adult or juvenile.
2. Is not currently charged with any criminal offense for which conviction would be a bar to licensure.
3. Having been convicted of any misdemeanor offense involving moral turpitude.
4. Having been convicted of or placed on community supervision for a domestic violence offense in any state of the United States.
5. Failing to meet established standards regarding controlled substances or dangerous drugs.
6. Having been or currently being a member of any organization that advocates the overthrow of the government by force or violence.
7. Having been discharged from any military service under less than honorable conditions, including: under other than honorable conditions, bad conduct, dishonorable, or any other characterization of service indicating bad character.
8. Having had any law enforcement commission license revoked or denied by final order or having voluntarily surrendered your license to avoid suspension.

9. Having been discharged from any commissioned or recruit position within a law enforcement agency for disciplinary reasons, resigned to avoid suspension or discharge, or having resigned during a disciplinary investigation without final judgment rendered.
10. Having been discharged from any city, county, state, federal or private corrections institute for disciplinary reasons, having resigned to avoid suspension or discharge, or having resigned during a disciplinary investigation without final judgment rendered.
11. Knowingly providing false information or making any false statements during the application process.
12. You must not be prohibited by state or federal law from:
 - a. Operating a motor vehicle, or
 - b. Possessing firearms or ammunition
13. Having been rejected by the Pasadena Police Department a total of three (3) times for the position of police officer.

Temporary Disqualifiers

Any of the following will temporarily disqualify an applicant from consideration for a period of one year from the date of the civil service test.

1. Having resigned or been removed from the Pasadena Police Academy due to lack of proficiency in an academic or skill area.
2. Having voluntarily resigned from the Pasadena Police Academy for personal reasons, absent any mitigating circumstances. Circumstances will be reviewed on a case-by-case basis.
3. Unless a justifiable reason exist approved by the academy supervision, failing to cooperate fully with, and keep all scheduled appointments with academy staff; psychological, medical, and eye evaluators; failing to supply the needed documents within the specified time limits; failing to provide added personal information as needed; or, failing to update changes within ten (10) days of the change.
4. Having a polygraph result from a Pasadena Police Department examiner categorized as deceptive or inconclusive.
5. Having any outstanding arrest warrants during the hiring process.

Any of the following will temporarily disqualify an applicant from consideration for the listed period.

1. Recent use of some controlled substances preceding the date of application or during the hiring process. The disqualification time period will be according to the current academy drug standards.
2. Having a record of excessive traffic convictions or negligent traffic collisions. This is defined as: Having three (3) convictions for moving violations within the two (2) years prior to the date of application, or during the hiring process. Payment, defensive driving, and deferred adjudication are all forms of convictions.

Conditional Disqualifiers

Any of the following may disqualify an applicant from consideration. All conditional disqualifiers must be approved by the academy supervision. Those disqualified under this section will be removed from consideration for a period of one year from the date of the civil service test.

1. Having a history of delinquent payments, or not meeting financial obligations, or repeated occurrences of issuing checks without sufficient funds, without extenuating circumstances.
2. Being addicted to or a habitual user of any intoxicating beverage or any type of drugs or narcotics.
3. Not being of good moral character and/or being known to habitually associate with those of undesirable or questionable moral character.
4. Being temperamentally and/or emotionally unstable.
5. Having demonstrated an unstable or erratic employment history.
6. Being deceptive by omission in any part of the selection process. This disqualification could be permanent if it is shown the omission was intentional.

Additional Requirements/Considerations

1. You must explain in full any pending or active lawsuits in which you are involved.
2. If you applied for or are receiving any type of disability or compensation payments from any source, you must furnish the documents stating the reason(s) for the disability and the percentage or amount of disability sustained.

3. If you have ever been rejected from military service by the Selective Service Board or any branch of the service, or if you have a 1-Y or 4-F classification, you must furnish in writing from the classifying authority, of Selective Service Board, the reason(s) for the rejection or classification.
4. If you have ever received treatment or counseling for a mental or emotional disorder or condition, or if you have ever been a patient in a psychiatric hospital or ward, you must furnish in writing the reason(s) as well as the hospital name, location, and the length of treatment or counseling.