



Thank you for your interest in the position of

## **Police Officer**

### **City of Levelland Police**

### **Department**

Enclosed in this packet you will find:

- Job Description
- Employment Application
- Personal History Statement
- Applicant Notification / Release of Information Form
- Affirmative Action Form

In order to be considered for this position, **complete and return** the Application packet to include our Application for Employment, Personal History Statement, Applicant Notification / Release of Information Form, Affirmative Action Form and résumé should you choose to include.

The Affirmative Action Form is voluntary and will not adversely affect any consideration you may receive for employment. Leave it blank if you do not wish to provide that information.

The City of Levelland is a drug-free workplace and any candidate for a City position is required to pass a drug test before an offer of employment can be made. A physical exam and background check are also conducted before an offer of employment can be made. A driving records check will be done after the offer of employment is made. If we find that you do not have a valid license, or you do not have a satisfactory driving record, your employment may be terminated. Any offer of employment is contingent until all tests and background checks are completed and results known.

This position will remain open until it is filled.

Applications are screened by the Employee Success Team and then forwarded to the appropriate supervisor for their review and consideration. All questions/inquiries regarding the status of your application should be directed to the Employee Success Team leader, Andréa Corley.

If you have any questions regarding this packet call 806.894.0113 or email [humanresources@levellandtexas.org](mailto:humanresources@levellandtexas.org).

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**PLEASE REMOVE AND KEEP THIS MEMO AND  
THE JOB DESCRIPTION FOR YOUR RECORDS**

**RETURN YOUR COMPLETED APPLICATION,  
AFFIRMATIVE ACTION FORM AND RELEASE OF  
INFORMATION FORM (IF REQUESTED) TO THE  
MAILBOX IN THE LOBBY OF CITY HALL or MAIL  
TO US AS FOLLOWS:**

**City of Levelland  
Attn.: Employee Success Team  
PO Box 1010  
Levelland, TX 79336**

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**Class Title: Police Officer****BRIEF DESCRIPTION:**

The purpose for this position is to protect and serve the City by enforcing laws, investigating criminal activities and arresting suspects. This is accomplished by patrolling within City limits, responding to complaints, enforcing traffic laws, apprehending and arresting suspects and writing reports. Other duties will include interfacing with other City employees and citizens. This position does not provide direction to other employees.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Sedentary	Light	Medium	Heavy	Very Heavy
Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time.	Exerting up to 20 lbs. occasionally, 10 lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10 lbs. constantly.	Exerting 50-100 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

#	Code	Essential Functions
1	M	Patrols within City limits and responds to complaints by operating patrol vehicle, responding to and investigating crimes, observing, reporting and acting upon conditions conducive to crime, inspecting businesses and private property for security purposes, checking suspicious persons and vehicles, pursuing normal and emergency response situations, resolving domestic disputes and arresting offenders.
2	L	Enforces traffic laws by reporting traffic hazards, directing traffic flow, investigating accidents, issuing citations and assisting other officers on traffic stops.
3	S	Writes reports by compiling detailed and pertinent information, preparing a variety of records on arrests, impounded property, accidents, offenses and damages to property and meeting with complainants.
4	H	Apprehends and arrests suspects by pursuing and subduing suspects, searching suspects and prisoners, transporting them to jail and testifying in court.

JOB REQUIREMENTS:

JOB REQUIREMENTS	
Formal Education / Knowledge	Work requires knowledge of a specific vocational, administrative, or technical nature which may be obtained with six months/one year of advanced study or training past the high school equivalency. Junior college, vocational, business, technical or correspondence schools are likely sources. Appropriate certification may be awarded upon satisfactory completion of advanced study or training.
Experience	Over three years up to and including five years.
Certification and Other Requirements	Valid Texas Driver's License, Texas Commission Law Enforcement Standards Education Basic Certificate
Reading	Intermediate - Ability to read papers, periodicals, journals, manuals, dictionaries, thesauruses, and encyclopedias. Ordinarily, such education is obtained in high school up to college. However, it may be obtained from experience and self-study.
Math	Basic - Ability to perform the four basic arithmetic operations. Ordinarily, such education is obtained in elementary school up to high school. However, it may be obtained from experience and self-study.
Writing	Intermediate - Ability to write reports, prepare business letters, expositions, and summaries with proper format, punctuation, spelling, and grammar, using all parts of speech. Ordinarily, such education is obtained in high school up to college. However, it may be obtained from experience and self-study.
Managerial	Receives limited directions. The employee normally performs the duty assignment according to his or her own judgment, requesting supervisory assistance only when necessary. The assignment may be reviewed upon completion. Performance is reviewed periodically.
Budget Responsibility	Has no budget responsibility.
Supervisory / Organizational Control	No responsibility for the direction or supervision of others.
Complexity	Work involves choices of action within limits set by standard practices and procedures. Judgment is required to apply the proper course of action.
Interpersonal / Human Relations Skills	Work may require providing advice to others outside direct reporting relationships on specific problems or general policies. Contacts may require the consideration of different points of view to reach agreement. Elements of persuasion may be necessary to gain cooperation and acceptance of ideas.

## **OVERALL PHYSICAL STRENGTH DEMANDS:**

Sedentary	Light	Medium X	Heavy	Very Heavy
Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time.	Exerting up to 20 lbs. occasionally, 10 lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10 lbs. constantly.	Exerting 50-100 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

## **PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time.	F = Frequently From 1/3 to 2/3 of the time.	O = Occasionally Up to 1/3 of the time.	R=Rarely Less than 1 hour per week	N = Never Never occurs.
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY	DESCRIPTION
Standing	F	At crime scenes, when investigating crimes
Sitting	F	At desk, during interviews and interrogations
Walking	F	Around crime scenes, when patrolling
Lifting	O	Equipment, evidence, suspects
Carrying	O	Equipment, evidence, prisoners
Pushing/Pulling	O	Stranded cars, doors, gates
Reaching	O	For equipment, tools, handcuffs
Handling	F	Equipment, firearms, prisoners and suspects
Fine Dexterity	F	To use equipment and computer keyboard
Kneeling	O	To pick up objects and inspect
Crouching	O	During investigations and surveillance
Crawling	R	During investigations and surveillance
Bending	O	To pick up objects from lower shelves and the ground
Twisting	F	To reach for objects
Climbing	O	Stairs, fences
Balancing	F	On fences, during field sobriety tests
Vision	C	Watching for traffic violations, observing people, places and things
Hearing	C	Listening to other employees and the general public
Talking	F	To other employees and the general public
Foot Controls	F	When driving
Other (Specify)		

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Vehicle, video camera, radar, chemical spray, handcuffs, radio, bicycle, telephone, photography equipment, evidence preservation equipment, baton, measuring devices, typewriter, other office equipment, computer and related software

**ENVIRONMENTAL FACTORS:**

D=Daily	W=Several Times Per Week	M=Several Times Per Month	O=Occasionally	N=Never
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HEALTH AND SAFETY	ENVIRONMENTAL FACTORS	PRIMARY WORK LOCATION
Mechanical Hazards	D	Respiratory Hazards
Chemical Hazards	O	Extreme Temperatures
Electrical Hazards	O	Noise and Vibration
Fire Hazards	O	Wetness/Humidity
Explosives	O	Physical Hazards
Communicable Diseases	O	
Physical Danger or Abuse	D	
Other (see 1 below)		Office Environment
		Warehouse
		Shop
		Vehicle
		X
		Outdoors
		Other (see 2 below)

(1) N/A

(2) N/A

**PROTECTIVE EQUIPMENT REQUIRED:**

Bulletproof vest, firearms, canine training aids, gloves, cuffs, pepper spray, flashlight, first aid kit

**NON-PHYSICAL DEMANDS:**

C=Continuously 2/3 or more of the time	F= Frequently From 1/3 to 2/3 of the time	O=Occasionally Up to 1/3 of the time	R=Rarely Less than 1 hour per week	N=Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressure	F
Emergency Situation	F
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	F
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	F
Tedious or Exacting Work	O
Noisy/Distracting Environment	O
Other	

(3) N/A

**SIGNATURE – REVIEW AND COMMENTS:**

I have reviewed this job analysis and its attachments, and I can perform all the essential functions of this position provided I have the reasonable accommodations noted below.

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Signature of Applicant

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Date

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Job Title of Supervisor

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Signature of Supervisor

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Date

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Job Title of Department Head

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Signature of Department Head

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DateNo Accommodations NeededReasonable Accommodations Needed

The above statements are intended to describe the general nature and level of work being performed by individuals assigned to this job. They are not intended to be an exhaustive list of all responsibilities, duties, and skills required of personnel so classified in this position. This job description is subject to change as the needs and requirements of the job change.

**Job Description Signature Page - Return this page with your completed application.**

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**CITY of LEVELLAND**  
**Application For Employment**  
**1709 Ave. H. PO Box 1010 Levelland, Texas 79336**  
**Phone 806-894-0113 Fax 806-894-0119**

**Important: Read carefully and sign this application. Answer every question concisely but completely. Incomplete applications will not be considered.**

Police Officer \_\_\_\_\_ DATE \_\_\_\_\_  
POSITION DESIRED \_\_\_\_\_

NAME \_\_\_\_\_  
(Last Name) \_\_\_\_\_ (First Name) \_\_\_\_\_ (Middle) \_\_\_\_\_

Mailing Address \_\_\_\_\_  
Number \_\_\_\_\_ Street or Avenue \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
Telephone No: Home ( ) \_\_\_\_\_ Cell ( ) \_\_\_\_\_ E-Mail \_\_\_\_\_ @ \_\_\_\_\_

Do you have any relatives employed by the City of Levelland?  Yes  No

Department: \_\_\_\_\_ Their Name(s): \_\_\_\_\_  
Relationship: \_\_\_\_\_

Have you been interviewed by the City previously?  Yes  No

When \_\_\_\_\_ What Position? \_\_\_\_\_ By Whom? \_\_\_\_\_

Check all types of work you will accept:  Full Time  Seasonal/Temporary  Part Time

When will you be able to report for work? \_\_\_\_\_ Minimum salary requirement \_\_\_\_\_

Are you a U.S. Citizen? :  Yes  No

If not, provide alien registration number: \_\_\_\_\_

Have you ever been convicted of a felony:  Yes  No

Prior to employment, applicant will be investigated as to convictions for prior criminal offenses. A prior conviction will not automatically disqualify an applicant for employment and will be considered only as is related to the job applied for. Details (charges, penalties, where, when currently on parole, probated sentence) are requested.

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Are you able to perform the essential functions of the job?  Yes  No

If no, which essential functions will you be able to perform? \_\_\_\_\_

What reasonable accommodations would help you to perform the essential functions?

High School or GED \_\_\_\_\_  
School \_\_\_\_\_ City/State \_\_\_\_\_ Last Grade Completed \_\_\_\_\_

College/University: \_\_\_\_\_  
Location \_\_\_\_\_ Sem. \_\_\_\_\_ Major \_\_\_\_\_ Minor \_\_\_\_\_ Type of Degree \_\_\_\_\_  
Hours \_\_\_\_\_

Special Skills and Qualifications - Summarize special skills and qualifications acquired from employment or other experience. Also, if applicable, indicate number of people you have supervised.

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EMPLOYMENT RECORD - Start with your present or most recent job, include military service assignments and volunteer activities. Exclude organizations names which indicate race, color, religion, sex, national origin, or disability. Must include full and complete employment history for last 15 years as applicable. Explain breaks in employment, including unemployment benefits. Attach additional pages if necessary. **This section must be completed despite the possible enclosure of a resumé.**

May we contact your present employer?  Yes  No

Employer _____	Telephone (_____) _____
Job Title _____	Dates Employed: From _____ To _____
Salary: Starting \$ _____ Final \$ _____	Per <input type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Year
Supervisor _____	
Worked Performed _____	
Reason for Leaving _____	
Employer _____	Telephone (_____) _____
Job Title _____	Dates Employed: From _____ To _____
Salary: Starting \$ _____ Final \$ _____	Per <input type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Year
Supervisor _____	
Worked Performed _____	
Reason for Leaving _____	
Employer _____	Telephone (_____) _____
Job Title _____	Dates Employed: From _____ To _____
Salary: Starting \$ _____ Final \$ _____	Per <input type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Year
Supervisor _____	
Worked Performed _____	
Reason for Leaving _____	
Employer _____	Telephone (_____) _____
Job Title _____	Dates Employed: From _____ To _____
Salary: Starting \$ _____ Final \$ _____	Per <input type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Year
Supervisor _____	
Worked Performed _____	
Reason for Leaving _____	

**READ CAREFULLY BEFORE SIGNING**

I hereby certify that the statements made and answers given by me to the foregoing and following questions are true and correct and that there are no omissions of any kind whatsoever. I agree that any evasion, untruthful statement, answer, or omission shall be sufficient cause for discharge at any time. I agree to submit to the physical examination during the required drug screen, whenever requested by the City of Levelland, by doctor, or doctors designated by the City, either prior to or during the course of employment, subject to the requirements of ADA. I hereby release all doctors, medical personnel, and elected officials from all liability claims and damages in connection to furnishing any information to the City of Levelland. I hereby request and authorize the companies or persons show under "Employment Record" or other interested parties not necessarily named in the foregoing application to furnish the City of Levelland and information regarding my employment by them together with any information they may have regarding me, including motor vehicle records, military records, financial status, criminal records, and general reputation, and I hereby release such companies or person, the City of Levelland, its management and elected officials from all liability, claims and damages in connection with the furnishing of such information. I further acknowledge that my employment may be terminated, and any offer of employment if such is made, may be withdrawn with or without cause, at the option of the City or myself. I further acknowledge that the foregoing completed application form does not in any way constitute a contract of employment.

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**Signature of Applicant**

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**Date**

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**The City of Levelland is an equal opportunity employer and does not discriminate on the basis of race, creed, color, national origin, gender, religion or disability.**

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## AFFIRMATIVE ACTION FORM Police Officer

Government agencies require reports on status of applicants. This data is for analysis and affirmative action only. Submission is voluntary. Failure to supply this information will not jeopardize or adversely affect any consideration you may receive for employment or later advancement in employment.

Sex:                    Male            Female

Race/ethnicity:

**Hispanic or Latino** – A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

**White (Not Hispanic or Latino)** – A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

**Black or African American (Not Hispanic or Latino)** – A person having origins in any of the black racial groups of Africa.

**Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)** – A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

**Asian (Not Hispanic or Latino)** – A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

**American Indian or Alaska Native (Not Hispanic or Latino)** – A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

**Two or More Races (Not Hispanic or Latino)** – All persons who identify with more than one of the above five races.

Veteran:            Non-veteran

Please identify where you learned about an employment opportunity with this organization.

<input type="checkbox"/> Newspaper ad	<input type="checkbox"/> Tech school/college placement	<input type="checkbox"/> Employee referral
<input type="checkbox"/> Temporary service	<input type="checkbox"/> Recruiter	<input type="checkbox"/> State employment service
<input type="checkbox"/> Other _____		