



TEXAS A&M UNIVERSITY
Police Department



HOME OF THE 12TH MAN



upd.tamu.edu

REQUIREMENTS

★ SERVICE ★ ETHICS ★ RESPECT ★ VALUES ★ INTEGRITY ★ COURTESY ★ EXCELLENCE ★

To become a Police Officer with the Texas A&M University Police Department, you must meet these minimum requirements:



1. Must be a US citizen.
2. Must be at least 21 years of age.
3. Must have a valid driver's license and good driving record, or the ability to obtain a State of Texas Class "C" vehicle operator's license within 30 days of employment.
4. Must not ever have been convicted of an offense above the grade of a Class B Misdemeanor (Class A Misdemeanor or Felony).
5. Must not have been convicted of a Class B Misdemeanor within the last 10 years.
6. Must not have ever been placed on court-ordered community supervision for any criminal offense above the grade of a Class B Misdemeanor (Class A Misdemeanor or Felony).
7. Must not have been placed on court-ordered community supervision for a Class B Misdemeanor within the last 10 years from the date of the court order.
8. Must not have ever been convicted in any court of an offense involving family violence as defined under Chapter 71, Texas Family Code.
9. Must not have used any Felony grade controlled substances within the last 5 years that were not prescribed by a licensed physician.
10. Must not have abused prescription medication in the last 3 years.
11. Must not have used or consumed marijuana/ THC products within the last 2 years.
12. Must be able to successfully pass a drug test.
13. Must not be prohibited by State or Federal law from possessing firearms or ammunition.
14. Must not have ever received a dishonorable or other discharge based on misconduct which bars future military service.
15. Must be able to successfully pass a psychological evaluation, physical examination, polygraph examination and complete background investigation to include but not limited to driving history, criminal background and credit history.
16. Must not ever have had a Texas Commission on Law Enforcement (TCOLE) license denied by final order or revoked.
17. If currently a licensed peace officer, your TCOLE license must not be currently suspended, or a surrender of license must not currently be in effect.



SELECTION PROCESS

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The Process

1. Complete and submit on-line application
2. Complete Personal History Statement
3. Written Examination
4. Records Check
5. Background Investigation
6. Polygraph Examination
7. Oral Interview
8. Chief's Panel
9. Medical Examination
10. Drug Screen
11. Psychological Examination
12. Fingerprint Check
13. Final Selection

Police applicants must be at least 21 years of age by the completion of the police academy and must have 2 years of previously work experience. A bachelor's degree or 4 years of part-time work experience may be substituted for 2 years of full-time work experience.

Applicants that meet the minimum requirements will be given a Personal History Statement to complete. The Personal History Statement must be completed prior to taking the written examination. Those that pass the written examination will undergo a complete background investigation (consisting of a law enforcement records check, driving history, criminal background investigation, credit history, and reference checks) followed by a polygraph examination. Test score is valid for one year. Eligible applicants will then appear before an oral interview board and must successfully pass a medical examination, drug screen, psychological evaluation and fingerprint check.

Selected applicants who are not already commissioned will be hired as a Police Cadet and sent to the Central Texas Police Academy, located on the TAMU RELLIS Campus, to complete the 20 week academy (800 hours of instruction). Upon successful completion of the Academy, and passing of the State Peace Office Licensing Exam, applicants will then become a Police Officer in Training and will have to complete a 20 week field training program. Upon successful completion of field training, officers will then be assigned to a patrol shift.

For those already commissioned, selected applicants will start out as a Police Officer in Training, and upon successful completion of field training will be assigned to a patrol shift.

The Texas A&M System is an Equal Opportunity/Affirmative Action/
Veterans/Disability Employer committed to diversity.

BENEFITS

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The Texas A&M University System offers affordable **HEALTH INSURANCE** plans to serve the needs of their employees, as well as optional dental, vision, long-term disability, and life insurance plans available.

15–17 days



average paid vacation days/holidays per year*

*Eligible employees may begin to use vacation accruals after six months of continuous state employment. Vacation time accrues monthly per state service time served.

For employees with less than two years of service, they earn 8 hours monthly of vacation days. There is a maximum number of hours that can be carried forward.



LONGEVITY PAY is earned in \$20 increments based on years of service, starting with at least 24 months of service.



Eligible employees are entitled to use **SICK LEAVE**. Employees may begin to use their sick leave accruals immediately upon hire with no waiting period. Sick leave accruals are earned at a rate of eight hours per month for a full-time employee and earned proportionally down to 50% effort (a 50%-effort employee will earn four sick leave hours per month).



A commissioned peace officer of an institution of higher education is considered to be in a hazardous duty position and entitled to **HAZARDOUS DUTY PAY** of \$10 per month for each 12-month period of accrued lifetime service credit in a hazardous duty position.

To be eligible, they must be a full-time employee, be in paid status on the first workday of the month, and have accrued 24 months of lifetime service credit not later than the last day of the preceding month.



WELLNESS RELEASE TIME provides all full-time, benefits-eligible, Texas A&M employees

the opportunity to use 30 minutes of their regular work hours, up to three times a week, to exercise or participate in physical fitness activities.



Texas A&M University offers plans through Teachers Retirement System of Texas (TRS) with various options available. Additional **RETIREMENT PROGRAMS** are also available.

You may also enroll in the Tax-Deferred Account Program and/or the Texa\$aver Deferred Compensation Plan at any time during employment. These plans are in addition to your TRS.

For more information on benefits offered by The Texas A&M University System, please visit <https://employees.tamu.edu/benefits/index.html>.

BRYAN/COLLEGE STATION AREA

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Howdy! We're a community rich in tradition and history, set deep in the heart of Central Texas.

Located in the heart of the Houston-Dallas-Austin triangle, within a two-hour drive of Austin and Houston, Texas A&M's main campus in College Station is home to more than 70,000 students.



Local Weather



The local weather is fairly temperate and mild with low temperatures in the winter lasting only a couple of months. Typical lows during the winter are in the low 40s, and typical highs

during the summer range in the 90s. Humidity for this region can make winter days seem cooler and summer days warmer, and scattered showers or thunderstorms provide relief and rainfall to the area throughout the year.

Source: <https://www.tamu.edu/about/at-a-glance.html>



210,000

Residents live
in Bryan/
College Station



Texas A&M
University Campus



68,461

Main Campus
Student Enrollment
(Fall 2022)

CAREER OPPORTUNITIES

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With Texas A&M University Police, there are several career opportunities available for Patrol Officers. These include:

- Community Services
- Field Training Officer
- Crisis Intervention
- Motorcycle Officer
- Criminal Investigations
- Bicycle Patrol
- K9 Officer
- Honor Guard
- Recruiting Officer
- Training Instructor
- Tactical Officer

Other Career Opportunities:

- Police Communications Officer
- Evidence Technician
- Records Technician
- Victim Services
- Advanced Armed Security Officer
- Security Officer
- Support Staff
- Information Technology



SALARIES

★ SERVICE ★ ETHICS ★ RESPECT ★ VALUES ★ INTEGRITY ★ COURTESY ★ EXCELLENCE ★

Positions	Base Salary	Positions	Base Salary
Police Cadet	\$30.11 per hr. / \$62,6280.80 per yr.	Security Officer in Training - Nights	\$16.05 per hr./ \$33,512 per yr.
Police Officer in Training	\$31.75 per hr. / \$66,040.000 per yr.	Security Officer Nights	\$17.51 per hr./ \$36,560 per yr.
Police Officer II	\$33.34 per hr. / \$69,347.20 per yr.	Advanced Security Officer - Nights	\$18.98 per hr./ \$39,630 per yr.
Police Officer III	\$36.67 per hr. / \$76,273.60 per yr.	Advanced Armed Security Officer	\$19.46 per hr./ \$40,632 per yr.
Police Officer IV	\$42.17 per hr. / \$87,713.60 per yr.	Security Sergeant - Nights	\$25.10 per hr./ \$52,408 per yr.
Police Sergeant	\$42.51-\$50.47 per hr. / \$88,420-104,977.60 per yr.	Armed Security Sergeant - Nights	\$25.62 per hr./ \$53,494 per yr.
Police Lieutenant	\$51.34 - 56.73 per hr. / \$106,787-117,988 per yr.	Security Lieutenant - Nights	\$29.66 per hr./ \$61,930 per yr.
Police Communications Officer in Training	\$18.10 per hr./ \$37,792 per yr.	Records Technician I	\$17.48 per hr./ \$36,498 per yr.
Police Communications Officer I	\$19.01 per hr./ \$39,692 per yr.	Records Technician II	\$19.23 per hr./ \$40,152 per yr.
Police Communications Officer II	\$19.92 per hr./ \$41,592 per yr.	Records Technician III	\$21.85 per hr./ \$45,622 per yr.
Police Communications Officer III	\$20.82 per hr./ \$43,472 per yr.	Records Supervisor	\$24.48 per hr./ \$51,114 per yr.
Police Communications Officer IV	\$21.72 per hr./ \$45,351 per yr.	Evidence Technician	\$21.25 per hr./ \$44,370 per yr.
Police Communications Supervisor	\$28.48 per hr./ \$59,466 per yr.		
Police Communications Coordinator	\$29.42 per hr./ \$61,428 per yr.		

Education for Police Officers

Associate's Degree: \$1200 Yearly

Bachelor's Degree: \$2400 Yearly

Master's Degree: \$3600 Yearly

TCOLE Certifications for Police Officers

Intermediate: \$1200 Yearly

Advanced: \$2400 Yearly

Master: \$3600 Yearly

TCOLE Certifications for

Communications Officers

Intermediate: \$600 Yearly

Advanced: \$900 Yearly

Master: \$1200 Yearly