



NOW HIRING

SELMA POLICE DEPARTMENT POLICE OFFICER

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Minimum Qualifications Include: (a) High School Diploma or equivalent; (b) Valid Peace Officer License from TCOLE **or** candidates in the final phase of the Police Officer Academy; (c) Must have Valid Texas Driver's License.

Applicants are subject to pre-employment screening/testing, including but not limited to: thorough background investigations, psychological, physical, and drug testing. Must be willing to work 12-hour shifts, as well as Holidays.

Please scroll down to review the Pay Scale and Ineligibility & Disqualifiers list for more information.

Applications will be accepted until position is filled.

Need more information? Contact Cpl. Ludy at:
(210)651-7815 or dludy@ci.selma.tx.us.



Benefits Include:

- Starting Pay: \$65,544 - \$69,784
- TMRS Retirement matched 2:1
- City Paid 100 % Employee Medical, Vision, Dental, & Long-Term Disability
- Uniform Allowance
- Longevity Pay



Selma Police Department
9375 Corporate Drive
Selma, TX 78154

**Selma Police Department
FY 2023 – 2024 Pay Scale**

| Officer | Step | Hourly | Annual |
|-----------------------------------|-------------|----------------|---------------|
| FTO | FTO | \$ 31.51 | \$65,544.96 |
| Probation | Probation | \$ 32.53 | \$ 67,664.90 |
| 1 - 2 Years | 1 | \$ 33.55 | \$ 69,784.83 |
| 2 - 4 Years | 2 | \$ 34.59 | \$ 71,948.03 |
| 4 - 6 Years | 3 | \$ 35.30 | \$ 73,419.01 |
| 6 - 8 Years | 4 | \$ 36.08 | \$ 75,041.41 |
| 8 - 10 Years | 5 | \$ 36.80 | \$ 76,534.02 |
| 10+ Years | 6 | \$ 37.45 | \$ 77,896.83 |
| Corporal | | | |
| | Step | Hourly | Annual |
| 0 - 2 Years | 1 | \$ 38.50 | \$ 80,074.09 |
| 2 - 4 Years | 2 | \$ 39.12 | \$ 81,372.01 |
| 4 - 6 Years | 3 | \$ 39.75 | \$ 82,669.93 |
| 6 - 8 Years | 4 | \$ 40.37 | \$ 83,967.85 |
| 8+ Years | 5 | \$ 40.99 | \$ 85,265.77 |
| Sergeant | | | |
| | Step | Hourly | Annual |
| 0 - 2 Years | 1 | \$ 42.02 | \$ 87,397.42 |
| 2 - 4 Years | 2 | \$ 42.69 | \$ 88,803.50 |
| 4 - 6 Years | 3 | \$ 43.37 | \$ 90,209.58 |
| 6 - 8 Years | 4 | \$ 44.05 | \$ 91,615.66 |
| 8+ Years | 5 | \$ 43.72 | \$ 93,021.74 |
| Lieutenant | | | |
| | Step | Hourly | Annual |
| 0 - 2 Years | 1 | \$ 46.73 | \$ 93,468.96 |
| 2 - 4 Years | 2 | \$ 47.46 | \$ 94,924.96 |
| 4 - 6 Years | 3 | \$ 48.19 | \$ 96,380.96 |
| 6+ Years | 4 | \$ 48.92 | \$ 97,836.96 |
| Detective / Administrative | | | |
| | Step | Hourly | Annual |
| 0 - 2 Years | 1 | \$ 38.50 | \$ 76,994.32 |
| 2 - 4 Years | 2 | \$ 39.43 | \$ 78,866.32 |
| 4 - 6 Years | 3 | \$ 40.37 | \$ 80,738.32 |
| 6 - 8 Years | 4 | \$ 41.31 | \$ 82,610.32 |
| 8 - 10 Years | 5 | \$ 42.24 | \$ 84,482.32 |
| 10 - 12 Years | 6 | \$ 43.18 | \$ 86,354.32 |
| 12+ Years | 7 | \$ 44.11 | \$ 88,226.32 |
| Certification Pay | | Monthly | Annual |
| Intermediate | | \$ 25.00 | \$ 300.00 |
| Advanced | | \$ 35.00 | \$ 420.00 |
| Master | | \$ 50.00 | \$ 600.00 |

SELMA POLICE DEPARTMENT

INELIGIBILITY AND DISQUALIFIERS LIST

Below is a list of occurrences that may disqualify the applicant either permanently or make the applicant ineligible for hire for a specified period of time. These causes for disqualification are in accordance with Texas Commission on Law Enforcement Officer Standards and Education. These causes include, but are not limited to those listed below:

INELIGIBILITY LIST

1. IS NOT A CITIZEN OF THE UNITED STATES.

The applicant will be considered ineligible until citizenship is obtained in accordance with state and federal laws.

2. HAS BEEN CONVICTED OF:

A Class A or Class B misdemeanor under the Penal Code or equivalent under federal law, to include the Uniform Code of Military Justice (UCMJ), within ten (10) years, will result in a temporary rejection. Crimes involving moral turpitude may result in permanent disqualification and will be considered on a case-by-case basis with appropriate consideration of circumstances and recency.

Has been convicted of conduct which constitutes a felony under state or federal law, to include the UCMJ. Conviction of conduct that constitutes a felony will result in a permanent disqualification.

An applicant will not be considered for employment while charges are pending for any criminal offense.

3. HAVING A CONVICTION FOR DRIVING UNDER THE INFLUENCE (DWI OR DUI) WITHIN TEN (10) YEARS PRECEDING THE DATE OF APPLICATION OR DURING THE HIRING PROCESS.

This will result in a temporary disqualification until the ten-year time period has expired from the date of the conviction.

4. NOT EVER BEEN OR CURRENTLY ON COURT ORDERED COMMUNITY SUPERVISION OR PROBATION ABOVE THE GRADE OF A CLASS B MISDEMEANOR OR A CLASS B MISDEMEANOR WITHIN THE LAST 10 YEARS.

This will result in a temporary disqualification until the ten-year time period has expired from the date of the court order.

5. HAS FAILED TO DEMONSTRATE THEIR ABILITY TO READ, WRITE AND FLUENTLY SPEAK THE ENGLISH LANGUAGE.

The applicant will be ineligible until the deficiency is corrected.

6. IS UNABLE TO PERFORM THE ESSENTIAL FUNCTIONS OF THE POSITION TO WHICH HE/SHE SEEKS APPOINTMENT, WITH OR WITHOUT REASONABLE ACCOMMODATION.

The applicant will be ineligible until he/she is able to perform the essential job functions.

7. IS UNABLE TO OBTAIN A TEXAS DRIVERS LICENSE WITHIN THE SPECIFIED TIME REQUIRED BY THE TEXAS TRANSPORTATION CODE.

The applicant will be ineligible until he/she is able to obtain a Texas Driver's License.

8. MUST HAVE COMPLETED A TCOLE APPROVED BASIC PEACE OFFICER TRAINING ACADEMY PROGRAM OR BE ENROLLED IN THE LAST PHASE OF THE TRAINING ACADEMY.

(Classen-Buck or similar abbreviated courses are not accepted)

DISQUALIFIERS LIST

The following may also be a temporary or permanent disqualification.

1. USE OF ILLICIT SUBSTANCES:

In order to be deemed suitable, applicants must show no trace of drug dependency or illegal drug use after a physical examination, urine test, blood test, or other medical test designed to detect the presence of controlled substances. At any time while serving as a law enforcement officer, correction officer, or security officer an applicant uses an illicit substance other than a prescribed medication, the applicant will be permanently disqualified.

- a) Used marijuana or synthetic cannabinoids for the purpose of recreation or intoxication:
 - Any time during the three (3) years preceding the date of application. Applicants deemed unsuitable under this cause are eligible to reapply for subsequent written exams when the unsuitability factor is no longer applicable.
- b) Used paint, glue or other inhalants for the purpose of intoxication:
 - Applicants deemed unsuitable under this cause remain permanently unsuitable, except if an applicant was nineteen (19) years of age or younger when he/she violated section B, of this cause thus resulting in unsuitability, he/she will be eligible to reapply three (3) years from the most recent date of usage.
- c) Used any hallucinogenic drugs, including, but not limited to LSD, STP, or Psilocybin.
 - Applicants deemed unsuitable under this cause remain permanently unsuitable, except if an applicant was nineteen (19) years of age or younger when he/she violated section C, of this cause thus resulting in unsuitability, he/she will be eligible to reapply three (3) years from the most recent date of usage.
- d) Abused or illegally used prescription medicines for the purpose of intoxication or recreation, whether prescribed to them or another person or otherwise obtained is permanently unsuitable, unless:
 1. The applicant was nineteen (19) years of age or younger when he/she violated section D.
 2. No more than five (5) independent occasions, while the applicant was between nineteen (19) to twenty-three (23) years of age.
 - Applicants deemed unsuitable under this cause are eligible to reapply three (3) years from the date of last usage.
- e) Used anabolic steroids for any reason other than the treatment of a medical condition, authorized by and under the direction of a physician.
 - Applicants deemed unsuitable under this cause are not eligible to reapply for a period of five (5) years from the date of the usage.

- f) Illegally used any other substances or drugs listed in the Texas Controlled Substances Act or the Federal Controlled Substances Act, with the exception of Cocaine.
- Applicants deemed unsuitable under this cause remain permanently unsuitable.
 1. Use of Cocaine on no more than one (1) independent occasion while the applicant was younger than nineteen (19) years of age.
 - Applicants deemed unsuitable under this cause are not eligible to apply for a period of five (5) years from the date of usage.
 2. Use of Cocaine on two (2) or more independent occasions.
 - Applicants deemed unsuitable under this cause remain permanently unsuitable.
- g) Suitability where a candidate admits to using more than one illicit substance, but are under the threshold for one illicit substance, will be determined by the Chief of Police.

2. APPLICANTS WILL BE TEMPORARILY DISQUALIFIED WHO HAVE VIOLATIONS EXCEEDING THREE (3) EVENTS (MOVING VIOLATIONS OR PREVENTABLE ACCIDENTS) IN THE PRECEDING THIRTY-SIX (36) MONTHS.

Lesser but more severe violations that tend to indicate driving habits that are not compatible with the operation of emergency vehicles and present potential liabilities to the City of Selma will be temporarily disqualified. Reapplication will be permitted when the candidate can meet the above standards.

3. HAS BEEN DISMISSED OR RESIGNED IN LIEU OF DISMISSAL FROM ANY EMPLOYMENT FOR INEFFICIENCY, DELINQUENCY, OR MISCONDUCT.

This disqualifier does not apply to an applicant's employment prior to 21 years of age or younger. Applicants who are dismissed or resign under this disqualifier and were older than age 21, will be disqualified for three (3) years from the date of the dismissal or resignation. Disqualification under this provision will be considered permanent if termination/dismissal is from law enforcement agency.

4. HAS MADE ANY FALSE STATEMENTS IN ANY MATERIAL FACT, WITHHELD INFORMATION, PRACTICED OR ATTEMPTED TO PRACTICE ANY DECEPTION OR FRAUD IN HIS/HER APPLICATION, EXAMINATION, OR APPOINTMENT.

Disqualification under this provision will be considered permanent.

5. FAILED TO COMPLETE OR SATISFACTORILY MEET THE EMPLOYMENT PROCESS REQUIREMENTS OF THE RESPECTIVE DEPARTMENT.

This includes missed appointments, failure to return necessary paperwork, failure to notify the department of changes in address or telephone numbers, or who otherwise failed to complete the application process. Applicants will be temporarily disqualified for a minimum twelve (12) months before the applicant will be able to apply for a position within the police department.

6. FAILED TO SATISFACTORILY COMPLETE THE ORAL INTERVIEW PROCESS.

Applicants will be disqualified for failure to verbally communicate effectively and appropriately; failure to demonstrate an understanding of the roles and responsibilities of the position applied for; failure to present the maturity expected out of the applicant; or failure to accurately and precisely respond to questions of the interviewers.

Applicants will be temporarily disqualified for a time period of 12 months from the date the applicant failed the oral interview process before he/she can apply for a position within the police department.

7. HAS EXERCISED POOR JUDGMENT SKILLS WITHIN THE PRECEDING FIVE (5) YEARS.

The applicant has demonstrated either immaturity or poor judgment in the applicant's decision-making process.

Examples of such conduct would include, but is not limited to the following:

Attendance at parties or social functions at which controlled substances or dangerous drugs are consumed, and such activity is known or should have been known by the applicant;

Silent acceptance of known illegal conduct by others in his/her presence;

Workplace behavior/decisions that adversely affect the business or associates, with little or no objectively justifiable need for such behavior.

Disqualification under this provision will be temporary until the applicant can demonstrate that the applicant's judgment skills have developed.

8. HAS AN UNSTABLE / UNSUITABLE WORK HISTORY.

Applicants have an unstable work history including a pattern of short terms of employment over the applicant's employment history, or has a history of employment in any illegal or illicit occupations.

Disqualification under this provision will be temporary in nature and applicants will be eligible for reapplication after a five (5) year period. Due to the variables involved, each situation will be considered on a case-by-case basis.

Disqualification for employment in an illegal occupation will be permanent in nature.

9. HAS DEMONSTRATED A FAILURE TO PAY JUST DEBTS.

Applicants will be considered on a case-by-case basis due to the number of variables involved. Factors that will be considered include type and number of debts, repeated occurrences of issuing bad checks without sufficient funds (This includes checks covered by overdraft protection), reasons for the bad credit, extenuating circumstances, and they potential for the credit-related problems impacting the applicant's judgment and integrity.

This disqualification is for one year after establishing and maintaining a history of no delinquent payments.

10. HAS FAILED TO MEET ALL LEGAL REQUIREMENTS NECESSARY FOR FUTURE LICENSING AND CERTIFICATION AS REQUIRED BY THE TEXAS COMMISSION ON LAW ENFORCEMENT OFFICER STANDARDS AND EDUCATION.

Applicants will be temporarily disqualified until he/she can meet the above standards.

Applicants will be permanently disqualified if he/she has ever had a law enforcement commission license revoked or denied by final order or having voluntarily surrendered your license to avoid suspension.

11. BEING A MEMBER OF ANY ORGANIZATION, WHICH ADVOCATES THE OVERTHROW OF THE GOVERNMENT BY FORCE OR VIOLENCE.

The applicant will be permanently disqualified under this provision.

12. BEING DISCHARGED FROM ANY MILITARY SERVICE UNDER LESS THAN HONORABLE CONDITIONS INCLUDING:

Under other than honorable conditions; bad conduct; dishonorable; or any other characterization of services indicating bad character.

The applicant will be permanently disqualified under this provision.

13. WITHOUT BEING ENUMERATED IN THE ABOVE DISQUALIFIERS, IF CIRCUMSTANCES EXIST WHICH INDICATE THE APPLICANT IS CLEARLY UNSUITED FOR A CAREER WITH THE SELMA POLICE DEPARTMENT:

The applicant will be permanently disqualified under this provision.

Hiring Process

1. Online Application, HR must accept that all requirements are met.
2. Fitness test:
 - Obstacle Course in 2:45 minutes
3. Written Exam:
 - Must pass with at least a 70
 - This exam creates the order for the hiring process
4. Background Investigation
5. Oral Board Interview
7. Conditional Job Offer
8. Psychological Exam
9. Medical Exam
10. Drug Test
11. Start Date Issued