



MARSHALL POLICE DEPARTMENT

Police Officer Civil Service Examination
WRITTEN EXAMINATION

Saturday, August 21, 2021, 9:00 a.m.

(PHYSICAL ABILITIES TEST to follow exam)

Marshall Police Department

2101 East End Blvd. North

Marshall, TX 75670

REGISTRATION FORM

Registration deadline: Thursday, August 19, 2021

Exam study guides available for purchase at www.applytoserve.com

All candidates interested in taking the Civil Service exam are required to register by fax (903) 935-4429, email to hall.christol@marshalltexas.net or by mail:

Attn: Christol Hall
401 S. Alamo Blvd
Marshall, TX 75670

LAST NAME:	<input type="text"/>	FIRST NAME:	<input type="text"/>
ADDRESS:	<input type="text"/>	CITY, STATE, ZIP:	<input type="text"/>
PHONE:	<input type="text"/>	DATE OF BIRTH:	<input type="text"/>
PHONE 2: (optional)	<input type="text"/>	EMAIL:	<input type="text"/>

Are you currently TCOLE certified? Yes No

Are you currently enrolled in a Texas Police Academy? Yes No

Do you have Reserve Police experience? Yes No

Do you have a high school diploma or GED? Diploma GED

Specify number of college credit hours:

Do you have military experience? Yes No

In order to receive 5 military service points added to a score of 70 or above, you must submit *at the testing location* a copy of your DD-214 showing at least 180 days of active duty and an honorable discharge.

For additional information, contact:

Lt. Len Ames
Training Coordinator
Marshall Police Department
2101 E End Blvd North
Marshall, TX 75672

(903) 934-7856 Office
(903) 935-4429 Fax
(903) 935-4454 Job line
lames@marshalltexas.net



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August 21, 2021

DEMOGRAPHIC INFORMATION

The information below will only be used for recordkeeping, statistical purposes, and to comply with Equal Employment Opportunity/Affirmative Action law, which helps to determine how effective our recruitment efforts are in reaching a broad cross-section of people in a recruitment area.

- Your gender: Male Female
- Current age group: 18-20 21-30 31-39 40-44
 over 45 *

*(in accordance with Texas Local Government Code 143.023, a person who is 45 years of age or older may NOT be certified for a beginning position in a police department)

Race:

- White (not of Hispanic origin) Asian / Pacific Islander
- Black (not of Hispanic origin) American Indian / Alaskan native
- Hispanic Other (specify)

How did you learn about this Civil Service Exam?

- City website
- Other website (specify)
- City employee
- Friend
- Newspaper (specify)
- Police Academy (specify)



THANK YOU FOR YOUR INTEREST IN THE MARSHALL POLICE DEPARTMENT



MARSHALL POLICE DEPARTMENT

2021 SALARY SCHEDULE

LATERAL ENTRY PROGRAM for those with prior experience

BASE SALARY

	Hourly	Bi-weekly	Monthly	Annually
Base Salary – 1 year	\$ 20.68	\$ 1,654.40	\$ 3,584.53	\$ 43,014.40
Police Officer (TCOLE certified)	\$ 20.08	\$ 1,606.40	\$ 3,480.53	\$ 41,766.40
Police Recruit (Academy enrolled)	\$ 19.08	\$ 1,526.40	\$ 3,307.20	\$ 39,686.40

ADDITIONAL PAY / BENEFITS

SENIORITY STEP PLAN

Annually

3 years of service	\$ 44,304.00
5 years of service	\$ 45,614.40
7 years of service	\$ 46,966.40
8 years of service	\$ 48,360.00
9 years of service	\$ 49,795.20
10 years of service	\$ 51,272.00
11 years of service	\$ 52,790.40
13 years of service	\$54,371.20
15 years of service	\$55,993.60

CERTIFICATION PAY

Annualized

TCOLE Basic	Required
TCOLE Intermediate	\$ 600.00
TCOLE Advanced	\$ 1,200.00
TCOLE Master	\$ 1,800.00

EDUCATIONAL INCENTIVE

The City of Marshall appreciates the value of an educated workforce by offering education incentives to employees who have obtained a minimum of 30 college credit hours. This benefit is paid at the rate of \$1.00 per college credit hour; eligibility begins after the first year of employment.

LONGEVITY PAY (maximum \$1,200.00/year)

\$4.00 per month, paid in a lump sum each November according to number of months of employment

OTHER BENEFITS

- TMRS Retirement (7% contribution; 2:1 match)
- Emergency Relief Fund
- Credit Union membership
- Employee Assistance Program through ETCADA
- Optional deferred retirement savings accounts
- Paid health, dental and life insurance
- Additional pay for special assignments such as SWAT, Hostage Negotiator, K-9, etc.



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PHYSICAL ABILITIES TEST to follow exam

Marshall Police Department

2101 East End Blvd. North
Marshall, TX 75670

Registration Deadline: Thursday, August 19, 2021

Register at www.marshalltexas.net, email Hall.Christol@marshalltexas.net, or call (903) 934-7856

The City of Marshall, a Main Street city located in the Piney Woods of East Texas, will conduct a Civil Service Examination in order to establish an eligibility list for the position of Entry-level Police Officer. The eligibility list created as a result of this examination and application process will remain in effect for a period of (6) months (beginning on date of test) or until the list has been exhausted, whichever occurs first.

Minimum Qualifications:

- Minimum 20 ½ years of age by the date of the written exam; maximum age is 44.
- TCOLE certified or currently enrolled in a recognized Police Academy.
- High school diploma or GED.
- Must possess a valid driver's license.
- Must comply with all applicable state and local civil service requirements and regulations.
- Must live within 30-minute response time within 60 days of hire.

Testing Information:

- Applicants must present valid photo identification prior to admittance to the testing room.
- No one will be allowed into the testing room after the test material is distributed.
- Exams will be graded upon completion of testing.

Military Points:

- **In order to receive 5 military service points added to a score of 70 or above, you must submit at the testing location a copy of your DD-214 showing at least 180 days of active duty and an honorable discharge.**

Hiring Process:

Applicants scoring 70 or above will be given an employment packet and personal history statement to complete. The following forms are required to be submitted with the packet: birth certificate, high school diploma, college transcripts, certifications, marriage license, and divorce decree. The packet must be returned by mail or in person to Lieutenant Len Ames, 2101 E End Blvd N, Marshall, TX 75672 by **5:00 p.m. on the specified deadline.**

Returning the employment packet by the date and time specified is required in order to move forward in the application process. Failure to do so will result in removal from the eligibility list.

Applicants must successfully complete the entire hiring process including written examination, physical agility test, background investigation, oral interview panel, polygraph, and post-offer medical examination, drug screen and psychological examination.

For additional information, contact:

Lt. Len Ames
Training Coordinator
Marshall Police Department
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PHYSICAL ABILITIES TEST

Each applicant will wear a ballistic vest furnished by the Marshall Police Department. The physical agility test will only be administered a 2nd time should there be unforeseen equipment failures or related issues, subject to the direction of the Chief of Police or his designee. Passage of the Physical Agility test requires 100% completion of all of the following events and must be accomplished within the allotted time frame and order as described below:

Self-directed warm-up - 5-10 minutes

1. **Maximum push-ups - minimum 15 to pass**
(Measures muscular endurance in the chest and arms used in high intensity arrest simulation training.)
2. **Maximum sit-ups** (1 minute) - **minimum 25 to pass**
(Measures muscular endurance in the abdominal region used in high intensity arrest simulation training.)
3. **Endurance Run and Rescue** (6 minutes) – 880 yard continuous run with the following activities:
 - Run 440 yards, drop, and do two (2) push-ups;
 - Turn around and run 60 yards, drop, and do two (2) push-ups;
 - Run another 60 yards, drop, and do two (2) push-ups; and
 - Run another 60 yards, drop, and do two (2) push-ups.

(This test measures aerobic capacity used in extended control and defensive tactics training.)

Cool Down - Minimum 10 minutes