



CORPUS CHRISTI POLICE DEPARTMENT RECRUITMENT PROCESS

1. The applicant will read the Minimum Qualifications sheet.
2. The applicant will read the Recruitment Process sheet.
3. The applicant will complete an Applicant Eligibility Questionnaire form and submit it.
4. If deemed eligible, the applicant will be contacted by the Background Investigations office and given an Application for Employment. The applicant will also be given instructions as to when the application must be returned.
5. Once an applicant submits their Application for Employment (and required documents) within the required time frame, they will be contacted by the Background Investigations office and scheduled for a written and physical test date. After passing both the written and physical exams, the applicant will meet with a background investigator for a preliminary interview.
6. After their preliminary interview with a background investigator, the applicant will be scheduled for a Pre-Employment Polygraph examination.
7. The applicant will participate in an Oral Interview Panel which will determine their suitability to proceed with the next phase of the hiring process. The applicant must pass the interview with a minimum score of 70% in order to continue.
8. A background investigator will be assigned the file of applicants who pass the Oral Interview Panel. The investigator will complete the applicant's background investigation.
9. A Conditional Offer of Employment will be given (from highest to lowest) only to applicants who are rated high enough on the official hiring roster. The department will only hire up to the maximum amount of police cadets it is budgeted for during that fiscal year. Final approval of police cadets will be determined by the Corpus Christi Police Department's Chief of Police.

The City of Corpus Christi will not discriminate against any applicant or employee based on race, color, religion, sex, pregnancy, age, sexual orientation, gender identity, national origin, military status, citizenship, work related injury or illness, disability, or genetic information.

Written Examination

Applicants must pass with a minimum of 70% and achieve the cut-off score (if set).

Only an “Honorable” discharge will qualify the applicant for the five (5) veteran points (given to applicant if they receive 70% or better on the written exam). The Honorable discharge must have occurred prior to the entrance exam. “General (under honorable conditions)” allows the applicant to take the test, but is not eligible to receive veteran points. A DD-214 long form (member #4) must be received on or before the written exam date in order to receive veteran’s points.

Physical Efficiency Battery (PEB)

The Physical Efficiency Battery is a fitness test consisting of three different components. Applicant’s scores need to be at the 30th percentile or higher in each category in order to pass. Applicants who do not pass will have one more chance to retest on another day (determined by the department).

Bench Press

This test measures the applicant's upper body strength for one repetition. The applicant is to press the weight straight up until they have locked out their arms. This test is measured in 5 pound increments.

1.5 Mile Run

This test measures the cardio/respiratory fitness of the applicant. The test is measure in minutes and seconds.

Illinois Agility Run

This test measures the applicant’s ability to get up from the ground and sprint while changing directions. The applicant will lie on the floor in a prone position. They will then get up and sprint 30 feet and return. Applicants will then negotiate 4 obstacles covering a 30 foot area and return through the obstacles. The test concludes with another 30 foot sprint and return. The test is measured in the hundreds of seconds.

Physical Efficiency Battery Scoring

(minimum needed for a passing score)

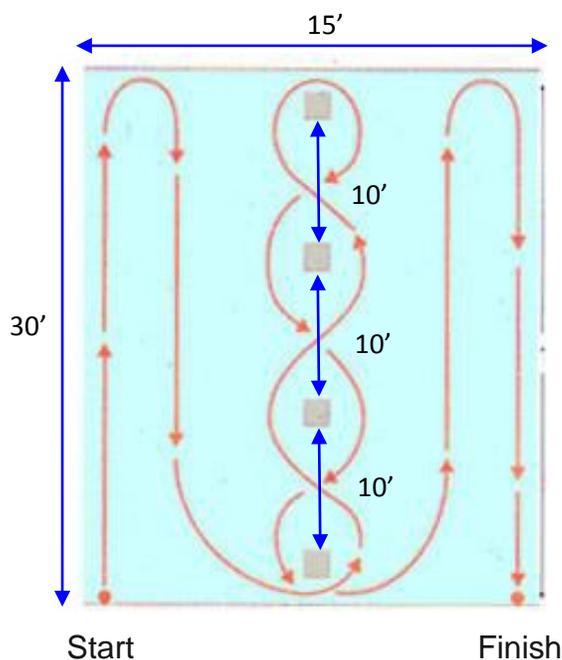
MALE APPLICANTS			
Areas Tested PEB	Bench Press (Body Weight X .9180)	1.5 Mile Run (Minutes : Seconds)	Illinois Agility Run (Seconds)
30 th Percentile	91.80%	13:33	17.79

FEMALE APPLICANTS			
Areas Tested PEB	Bench Press (Body Weight X .4942)	1.5 Mile Run (Minutes : Seconds)	Illinois Agility Run (Seconds)
30 th Percentile	49.42%	17:15	20.59

TO PREPARE FOR EACH COMPONENT:

Upper body Strength Test – (Bench Press) This very common exercise is done on free weights. Applicants get as many attempts as they like to work up to their required lift. The applicant is only required to successfully complete their required lift for one repetition. Bench press, push-ups, and triceps exercises are great exercises to do to assist in a better bench press on the PEB.

Illinois Agility Test –The Illinois Agility Test is an obstacle course that requires the applicants to run fast, stop quickly, change directions, and move the body from a laying position to a running stride as quickly as possible. The course is 30 feet long and 15 feet wide. Place four cones 10 feet apart at the 7.5 ft. line and the first and fourth cone at the zero and 30 ft. line. The best way to prepare for this test is do it over and over again. It is recommended the applicant practices this test 5-10 times every other day at the end of a regular workout.



Endurance Test – (1.5 mile run) – The 1.5 mile run is a standard endurance test used by military and law enforcement alike. The best way to prepare for this test is to create a goal, divide that goal by 6. This will equal your 1/4 mile pace you should set for yourself. If that goal is 9:00, your 1/4 mile pace is a 1:30, or 3:00 1/2 mile or 6:00 mile pace. To reach this pace for 1.5 miles, try 1/4 mile repeats, 1/2 mile repeats, and mile repeats 3-5 days a week. The three mile track workout is a good option too.

Polygraph Examination

Applicants selected to proceed will be scheduled for a polygraph examination with the police department examiner.

Oral Interview Panel

The oral interview panel will consist of three evaluators. Applicants will be interviewed on a variety of police and non-police topics. The Panels responsibility is to assess the applicant's qualities, personal characteristics and ability to perform as a police officer. Applicants must score a minimum of 70% in order to proceed.

Eligibility Roster

The average score of the applicant's written entrance examination and oral interview will determine where the applicant will be placed on the eligibility roster.

Background Investigation

Applicants who pass the Oral Board Interview will be assigned to a Background Investigator who will complete the applicant's background investigation. The applicant will be subject to a thorough background investigation which includes, but is not limited to, a criminal history check, reference and employment checks.

Conditional Offer of Employment

Applicants rated high enough on the hiring roster who meet the needs of the department will receive a Conditional Offer of Employment and proceed to the next step.

Psychological Evaluation

Applicants that receive a conditional job offer will be evaluated for psychological suitability by a trained psychologist to determine if their psychological and emotional health is appropriate for the duties and functions of a police officer.

Medical Examination and Drug Testing

Applicants must be certified by a licensed physician selected by the City of Corpus Christi. Applicants must be declared physically sound and free from defect, which may adversely affect the performance of the duties of a police officer.

The City of Corpus Christi will not discriminate against any applicant or employee based on race, color, religion, sex, pregnancy, age, sexual orientation, gender identity, national origin, military status, citizenship, work related injury or illness, disability, or genetic information.