POLICE OFFICER

APPLICANT INFORMATION

Entry-Level Testing
Saturday, September 26th, 2026, at 8:30 a.m.
400 W. King Avenue
Kingsville, Texas 78363

APPLICATION DEADLINE: Tuesday, September 22nd, 2026, at 5pm

Thank you for your interest in the Kingsville Police Department. The City of Kingsville Police Department is a civil service department consisting of 50 officers. Information concerning the City's hiring process is enclosed. Please read the information carefully. Applicants must meet the minimum qualifications, as set forth by the Texas Commission on Law Enforcement (TCOLE), the Texas Local Government Code Chapter 143 and have not disqualifying events under any of the listed "Reasons for Disqualification". Responds to calls and other requests from the public for emergency assistance. Patrols community and assigned areas for any traffic and other types of violations.

Applicants are required to completely fill out an application for employment (online) and enclose copies of requested documents to the Human Resource (HR) Office. Also, applicants must keep the HR Office informed of any changes in contact information (address, phone #, etc.) and employment status. Failure to do so may result in disqualification.

MINIMUM REQUIREMENTS AND QUALIFICATIONS

AGE REQUIREMENTS
Entry Level: Must be at least eighteen (18) to register to test for an entry-level police officer position. Be eligible for certification as a peace officer as established by the Texas Commission on Law Enforcement (TCOLE) by completion of the police academy. *(Note: Age requirements subject to Texas Local Government Code Chapter 143 and Texas Administrative Code Title 37, Part 7, Chapter 217 Rule 217.1.)*

Posted: August 12, 2026

EDUCATION
High School Diploma OR G.E.D.

LICENSE
You must have a valid Driver's License prior to submitting your application for employment.

MILITARY SERVICE POINTS: Candidates with 24 months of service and an "Honorable" discharge from U.S. military service are eligible for an additional 5 points added to a passing score of 70% or better on the entry-level exam. All candidates eligible for veteran's credit must provide proof of military service. A DD–214 must be submitted prior to taking exam to be eligible for points. A "General" discharge "under honorable conditions" does allow applicants to test but no military service points will be awarded.

APPLICATION AND SELECTION PROCESS

The application process for a Probationary Police Officer with the City of Kingsville is in six (6) phases. Listed below is a brief overview of each phase. Each phase must be successfully completed to progress to the next phase of the hiring process. *The applicant may be disqualified from consideration during any phase.*

PHASE 1 WRITTEN EXAMINATION – The written examination used in this process are published by Stanard & Associates, Inc. The following areas will be tested: mathematics, reading comprehension, grammar and incident report writing. Applicants must receive a score of 70% or better to pass the written examination. Note: Military Service Points – eligible applicants receive an additional five (5) points to passing scores of 70% or better.

PHASE 2 PHYSICAL AGILITY TEST - Applicant successfully completing the written examination are required to return for the physical agility test when scheduled. Applicants successfully passing the physical agility test move to Phase 3 of the hiring process.

PHASE 2 – PHYSICAL AGILITY TEST ENTRY-LEVEL AND ALTERNATE LEVEL APPLICANTS					
Males					
Age:	20-29	30-39	40-49	50-59	60+
1.5 mile run	15:10	15:52	16:28	17:29	19:15
1 min. push-ups	18	13	9	6	4
1 min. sit-ups	30	26	22	15	10
300 meter run	1:24.2	1:24.2	1:24.2	1:24.2	1:24.2
Females					
Age:	20-29	30-39	40-49	50-59	60+
1.5 mile run	17:21	18:00	18:31	19:30	20:04
1 min. push-ups	12	8	2	1	0
1 min. sit-ups	21	15	10	6	1
300 meter run	1:24.2	1:24.2	1:24.2	1:24.2	1:24.2

PHASE 3 BACKGROUND INVESTIGATION – The applicant successfully completing Phase 2 is required to complete a detailed Personal History Statement. The completed statement must be returned to the HR office by the specified date. A thorough background investigation is conducted by the Police Department.

PHASE 4 INTERVIEWS – When a vacancy exists, applicants successfully completing Phase 3 go before an interview board consisting of (4) four to (6) six members.3

PHASE 5 PRE-EMPLOYMENT PHYSICAL EXAMINATION – Applicants completing all previous phases are scheduled for a physical examination conducted by a City of Kingsville authorized medical physician when a vacancy occurs in the department.

PHASE 6 PRE-EMPLOYMENT PSYCHOLOGICAL EVALUATION – Applicants successfully completing Phases 1-5 are scheduled for a psychological written and oral examination conducted by a licensed professional when a vacancy occurs in the department.

Additional Information

REASONS FOR DISQUALIFICATION - Any of the following will disqualify an applicant from further consideration at any stage of the hiring process.

1. Conviction for, being under indictment for, or currently charged with any felony offense.
2. Conviction for any Class "B" or above misdemeanor offense within the last 10 years preceding the date of application.
3. Conviction of any family violence offense.
4. Conviction for driving under the influence (SWI and/or DUI) within 3 years preceding the date of application.
5. Currently being on probation for any offense. For the purpose of these requirements a person is convicted for an offense with adjudication of guilt on the offense is entered against the person by a court of a competent jurisdiction or a plea of guilt is entered, including situations where:
    a. The sentence is subsequently probated, and the person is discharged from probation
    b. Deferred adjudication is granted.
6. Illegal use of any controlled substance or dangerous drug other than marijuana within 2 years preceding the date of application.
7. Having illegally furnished any controlled substance or dangerous drug to another.
8. Having excessive record of traffic convictions or negligent traffic collisions within a 3-year period prior to application. This is defined as:
    a. 3 or more moving violations.
    b. Driver's license suspension for driving while intoxicated.
    c. A series of negligent collisions what would indicate poor driving behavior or habits, whether citations were issued.
9. Having a history of failing to maintain financial responsibility without extenuating circumstances.
10. Having been discharged from any military service under less than honorable conditions including, specifically
    a. Under other than honorable conditions
    b. Bad conduct
    c. Dishonorable or
    d. Any other characterization of service indicating bad character
11. Having been rejected as a witness by a criminal prosecutor for Brady violation and/or being placed on a Brady Disclosure list.
12. Having resigned or been terminated from the Kingsville Police Department within the 24 months preceding the date of application for disciplinary reasons, resigning to avoid suspension or discharge for having resigned during a disciplinary investigation without a final judgement being rendered.
13. Failing to cooperate fully with and keep all scheduled appointments with the Kingsville Police Department personnel involved in the hiring process; failing to provide additional personal information as needed or failing to submit information updates/changes within ten (10) days of notification; refusal to submit, if requested, to a polygraph exam to resolve any conflict which might arise during the hiring process.

For any questions contact HR at 400 W. King Avenue Kingsville Texas 78363; Phone (361) 595-8017 Monday - Friday 8:00 a.m. - 12 noon and 1:00 p.m. - 5:00 p.m. E-mail: hradmin@cityofkingsville.com or visit www.cityofkingsville.com

Advertisement

The City of Kingsville offers many employee benefits to include:
Health Insurance
Retirement: Texas Municipal Retirement System (TMRS) Employer matches on a ratio of 1.5 to 1 at retirement (20 years of service or 5 years and age 60) Deferred Comp: Nationwide and ICMA programs available for additional pre-tax contributions
Vacation Leave: 120 hrs. per year
Sick Leave: 120 hrs. per year
Sick Leave Buyback Program
Holiday Leave: 15 Holidays

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Longevity: $10.00 per month per year of service
Uniforms: Employer provided uniforms and laundry service
Certification Pay: Monthly: Intermediate PO - $40; Advanced PO - $62; Master PO - $110
Education Pay: Monthly: Associate's - $50; Bachelor's - $100; Master's - $200

Disclaimer

The information listed above reflects minimum standards and illustrations of the various types of work that may be performed. The omission of specific job functions requirements or tasks does not exclude them from the job if the work is similar related or a logical extension of the work assigned.

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