



Harris County Sheriff's Office Sheriff Deputy Cadet (Basic Peace Officer BPOC)

SALARY	\$21.38 Hourly \$1,710.40 Biweekly \$44,470.40 Annually	LOCATION	Houston, TX
JOB TYPE	Regular Full-time	JOB NUMBER	2022-00468
DEPARTMENT	Professional Development & Standards Bureau	OPENING DATE	10/13/2023

Position Description

**The upcoming September 2024 BPOC application deadline is July 30, 2024.
All new applications will be considered for 2025 BPOC's.**

SHERIFF DEPUTY CADET (Basic Peace Officer Course)

As we strive to bring Law Enforcement practices to the 21st century, the Harris County Sheriff's Office is looking for those interested in starting a career in Law Enforcement. We are calling to men and women who want to be part of an agency that promotes effective crime reduction while building trust in their communities and safeguarding officers' well-being.

The Basic Peace Officer Course is open to anyone not licensed by the Texas Commission on Law Enforcement (TCOLE) as a Peace Officer. Cadets will be full-time employees with access to highly competitive [Benefits](#) that include a medical and dental health plan, a robust retirement plan, and other benefits that promote a balanced work-life environment. We offer wellness programs, such as Paternity and Maternity Leave, and Employee Assistant (EAP). In addition, employment with our agency qualifies for the Federal Student Loan Forgiveness program.

Accepted Cadets will be full-time employees while attending the HCSO Academy. Upon graduation, you will be sworn Probationary Patrol Deputy and will be assigned to the **Patrol Bureau for a minimum of a two-year commitment.**

This position is open to everyone who meets the minimum requirements, including Texas Commission On Law Enforcement (TCOLE) licensing standards.

How do I sign-up?

- You must read this announcement completely to ensure you meet all requirements and understand every step of the application process
- An incomplete application will not be considered.
- You can reach out to HCSORecruiter@Sheriff.hctx.net if you have any questions

Important Information

- All candidates will be scored, and a final selection will be made based on the best-qualified candidates
- Scoring criteria include but are not limited to formal education, work or military experience, test scores, etc.
- Candidates not selected for the 1st available scheduled course will remain active for future courses for one year and will have the opportunity to re-test to obtain a higher score

- If applicants fail at any step of the application process, they will be disqualified from continuing the process and have one year (12 month) waiting period to reapply
- Failure to complete the classroom or field training program due to performance or voluntary withdrawal will result in termination if hired
- The Executive Command may consider extending the opportunity for continued employment for those who fail, based on the agency's needs and available positions in other job classifications

Requirements

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Candidate List Eligibility Requirements

General

- Must meet Texas Commission on Law Enforcement (TCOLE) background requirements
- Must be a U.S. Citizen (See General Information for exceptions)
- Must be at least twenty years and six months (20.5) years of age by the application date
- Valid Texas Driver's License
- Liability insurance will be required by your graduation date
- Eyesight must be correctable to 20/20, normal color, and peripheral vision
- Correctable normal audible range in both ears
- Must pass all phases of the application process

Education and Experience

1. An Associate's Degree or a minimum of 60 college credit hours with at least a 2.0 GPA from an accredited institution;
OR
2. High School Diploma or G.E.D. and a minimum of two years of military service in the United States Armed Forces with an Honorable Discharge
 - If military experience is only in the Reserves or National Guard, the applicant must have accumulated 730 retirement points or have six (6) years of service

NOTES:

- If military experience is only with the Reserves or National Guard, the applicant must have accumulated 730 retirement points or have six (6) years of service

Application Process

Step 1

- Submit a complete job application. The job application must thoroughly document education, experience, and veteran status. An incomplete application will not be considered.

Step 2

- Qualified applicants who submit by the deadline will be contacted to schedule testing:
 - Candidates must complete an obstacle course in 2:15 minutes or less (sprint, going up/down stairs, balance, dexterity handling a gun, etc.)
 - Must successfully pass the HCSO entry exam with a minimum score of 145 points. (Combination test of Police Officer Selection Test (POST) and Biodata)

There will be no variations of any testing procedures due to a candidate's gender, age, or physical condition. Testing deadlines will be established for each scheduled course. Candidates that do not test for two consecutive courses will be removed from the application process

Step 3

- All tested candidates will be scored, and a final selection will be based on the best-qualified candidates
- **External Candidates:**
 - TCOLE requires that all Peace Officer candidates undergo a thorough background investigation, which may include a polygraph examination
 - Selected candidates will receive instructions to complete the online Personal History Questionnaire (PHQ) and upload the required documents
 - The assigned Investigator will contact candidates for an interview
 - Candidates that do not complete this phase promptly may be removed from the pre-selection list
- **Internal Candidates (current employees):**
 - Current employees do not require a new background investigation
 - Review of performance, attendance, and status of pending Internal Affairs Investigation may be considered

Step 4

- HCSO personnel will conduct interviews for the best-qualified candidates to determine the best fit for the Cadet position, based on the agency's needs

Step 5

- Based on the number of available positions, candidates will be sent for Physical and Psychological evaluations per TCOLE (Texas Commission of Law Enforcement) licensing requirements.

Step 6

- Candidates will be selected based on overall pre-employment scores and the agency's needs as determined by the Sheriff

Step 7

- Selected candidates will be contacted at least two weeks before the start of BPOC to complete the onboarding or transfer process

Preferences

- Bachelor's Degree or higher formal education
- Military Experience

General Information

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Incomplete applications will not be considered.

Note:

1. All areas of the application must be complete including education and employment
2. Texas Commission On Law Enforcement (TCOLE) Background requirements:
 1. Must not have court-ordered community supervision or probation for a criminal offense above the grade of class "B" misdemeanor within the last ten (10) years from the court order
 2. Must not be currently charged with any criminal offense for which conviction would be a bar to licensure
 3. Must not have been convicted of a class "B" misdemeanor or higher offense in the last ten years
 4. Never been convicted or placed on community supervision in any court for an offense involving family violence
 5. Not prohibited from operating a motor vehicle
 6. Not prohibited from possessing a firearm

Citizenship Exceptions

Per SB 252, you may be eligible for TCOLE licensure if you have fulfilled all of the following requirements:

1. Must be a permanent legal resident

2. Must be an honorably discharged veteran from the United States armed forces with at least two years of active service (Must have DD-214 that reflects service time and discharge status)
3. Must provide evidence that they have applied for United States Citizenship

Equal Opportunity Statement

Harris County is an Equal Opportunity Employer and is committed to providing equal employment opportunities to all employees and applicants without regard to race, color, religion, sex, national origin, age, pregnancy, disability, genetic information, or any other protected class in accordance with applicable federal and state laws.

Agency

Harris County Sheriff's Office

Address

5749 South Loop East

Houston, Texas, 77033

Phone

713-877-5250

Website

<https://www.harriscountysoc.org>

Sheriff Deputy Cadet (Basic Peace Officer BPOC) Supplemental Questionnaire

***QUESTION 1**

Are you a current employee with HCSO?

- Yes
- No

***QUESTION 2**

What is the highest level of education you have completed? Please select from below.

- High School Diploma or GED equivalency
- Associate's Degree in Criminal Justice or a closely related field from an accredited college or university
- Associate's Degree in another field of study
- Bachelor's Degree in Criminal Justice or a closely related field from an accredited college or university
- Bachelor's Degree in another field of study
- Master's Degree or higher in Criminal Justice or a closely related field from an accredited college or university
- Master's Degree or higher another field of study
- None of the above

***QUESTION 3**

How many college credits hours do you have?

- Twenty (20) to thirty (39) college credits
- Forty (40) to fifty nine (59) college credits
- Sixty (60) to eighty (80) college credits
- More than eighty one(81) college credits
- None of the Above

***QUESTION 4**

Employees of the Harris County Sheriff's Office (HCSO) are exposed to confidential and law enforcement sensitive information. A thorough background investigation is required to properly evaluate the suitability of applicants for employment. For this reason, it is essential that you provide accurate information in all aspects of the process. The process will end for applicants who fail to provide truthful information. The following questions address information required to start the pre-qualifying requirements of the recruitment process. All information obtained herein will be used for purposes of initiating a background investigation only. Additional questionnaires will be required at later stages of the application process. We are an Equal Opportunity Employer. We do not discriminate on the basis of race, religion, sex, age, national origin or disability.

I have read the above statement and understand that by submitting this application I agree to be subject to a background investigation including but not limited to education, employment, driving record, criminal history, financial responsibility, or any such areas of investigation deemed reasonable and justifiable for purpose of employment with the HCSO.

***QUESTION 5**

Please provide your full name (Last Name, First Name, Middle Name (no initials))

***QUESTION 6**

Please provide your date of birth. (MM/DD/YYYY)

***QUESTION 7**

Please select your age range below. (As of today)

- 17 or younger
- 18 to 20 years old
- 21 years or older

***QUESTION 8**

Please Provide your Social Security Number (SSN)

***QUESTION 9**

Are you a citizen of the United States?

- Yes
- No

***QUESTION 10**

Do you have a valid driver's license? NOTE: A Texas issued driver's license is required prior to start date.

- Valid driver's license
- State issued ID card
- None of the above

***QUESTION 11**

Please provide your current driver's license or state-issued ID number, state, and expiration date. If you do not have a driver's license please enter N/A.

***QUESTION 12**

Do you have liability insurance? If so, please upload with application documents.

Yes

No

***QUESTION 13**

Did you ever serve in the United States military?

Yes

No

***QUESTION 14**

How many years did you serve in the military?

Less than 12 months

18 months but less than 24 months

24 Full Months,

36 months but less than 48 months

48 Full Months

Not Applicable

***QUESTION 15**

Which branch of the military? Type "N/A" if not applicable

***QUESTION 16**

Did you receive an honorable discharge? (Copy of DD-214 is required with the application)

Yes, honorably discharged

No, dishonorable discharged

Not Applicable

***QUESTION 17**

Have you ever....? Please select all that apply.

Been Convicted of a felony

Been accused/charged with a felony and received deferred adjudication and/or probation

Been convicted of a Class A misdemeanor

Been accused/charged with a Class A misdemeanor and received deferred adjudication and/or probation

Been convicted of a Class B misdemeanor within the last 10 years

Been convicted of a Class B misdemeanor, or the equivalent over 10 years ago

Been accused/charged with a Class B misdemeanor or equivalent and received deferred adjudication and/or probation

None of the above

***QUESTION 18**

Have you ever been convicted of family violence?

Yes

No

***QUESTION 19**

Are you prohibited by law from operating a motor vehicle?

- Yes
 No

***QUESTION 20**

Are you prohibited by law from possessing a firearm?

- Yes
 No

***QUESTION 21**

The Harris County Sheriff's Office's dress code policy requires any body art, tattoos, brands, intentional scarring, body or facial piercing to be covered or concealed while on duty or representing the HCSO in any official capacity. Disclosure of having any visible body art, tattoos, brands, intentional scarring, body or facial piercing is required but does not automatically disqualify you from employment. Do you have any body-art, tattoos, brands, intentional scarring?

- Yes
 No

***QUESTION 22**

If you answered yes, are any of the body art, tattoos, brands, intentional scarring located on: Select all that apply

- Face
 Neck
 Behind the ears
 Hands
 Not applicable

***QUESTION 23**

If you have tattoos per the question above, please describe your tattoo. (Photo of your tattoo can also be attached to the application) Type "N/A" if not applicable

***QUESTION 24**

The Harris County Sheriff's Office has a strict policy on drug usage. If selected you will be required to take a pre-employment drug screening. All HCSO employees are also subject to random drug testing during the course of their employment. Please answer the following drug use related questions truthfully, the admittance of past drug use will not necessarily prevent you from future employment with the HCSO.

- I acknowledge the HCSO has a strict drug use policy and that I will be subjected to a drug screening at some point in the recruitment process.

***QUESTION 25**

Have you ever used any form of marijuana?

- Yes
 No

***QUESTION 26**

If yes, please explain and provide the date (day, month and year) of the last time you used marijuana. Type "N/A" if not applicable.

***QUESTION 27**

An Applicant must be willing to accept any assignment or shift within the Sheriff's Office, to include working on weekends and holidays, as well as additional shifts as needed. Are you willing to work any shift or hours assigned to you?

- Yes
- No

***QUESTION 28**

Submitting a complete application is the key to successful recruitment. Please read the following requirements carefully and ensure you have provided/documented all required information. 1) Complete employment history is required to be eligible for consideration. Your application's "Employment History" section must include all work history for the past 7 years or all available work history if you have been working for less than 7 years. Begin with your current (or most recent) job. Include full-time, part-time, temporary, seasonal, military assignments and unpaid internships. Periods of unemployment between jobs should also be listed. Type "Unemployed" in the employer's box and list the dates you were unemployed. 2) Complete education history is required. The "Education History" section must list all High Schools attended, as well as all Colleges or Universities if applicable. List name of the school, location (city and state), and dates attended. **SUBMITTING AN INCOMPLETE APPLICATION WILL CAUSE DELAYS IN PROCESSING YOUR APPLICATION OR EVEN DISQUALIFICATION.**

- I have reviewed my application and verified I have completed all required "Employment History" on this application.
- I have reviewed my application and verified I have completed all required "Education History" on this application.

* Required Question