

Police Officer Q&A

1. What are the requirements to become a Police Officer for the City of Jacksonville?

The applicant:

- a. must be at least twenty-one (21) years of age, as regulated by the Commission on Law Enforcement Standards and Training (CLEST), but no older than forty-five (45) years of age, as regulated by the Jacksonville Civil Service Commission, at the time of hire;
- b. must not have been found guilty of a felony, even if the charge was later pardoned or expunged;
- c. must not have been found guilty of a domestic violence offense;
- d. must be a United States citizen;
- e. must have a high school diploma or have passed the General Education Development (GED) Test;
- f. possess a valid Arkansas driver's license;
- g. must pass the Civil Service exam with at least a 65% score;
- h. must pass the Physical Agility Test;
- i. must pass a thorough background investigation;
- j. must be personally interviewed by an interview board;
- k. must meet physical requirements, as described by CLEST;
- l. must be examined by a licensed psychologist or psychiatrist in the State of Arkansas, and be found competent and be recommended for hire; and
- m. must pass a drug test.

Any further inquiries for CLEST requirements can be found at <https://www.clest.org/Websites/clest/images/1010.pdf>

2. Where can I find study material to help me with the entry-level exam?

In preparation for your testing, we would like to notify you of a Law Enforcement practice test that is offered by our testing vendor. This practice test is located at: www.ergopracticetests.com. The practice test lasts about 40 minutes and will give you access to testing tips, interview preparation information and practice questions from the test you will be taking complete with discussion of right and wrong answers. When visiting the site, please make sure to review the Frequently Asked Questions for details of cost, system requirements, and technical support.

This practice test is not a requirement for your upcoming live testing and is offered as an option to you in preparation for your testing with the Jacksonville Police Department.

3. What does the Physical Agility Test include?

The Physical Agility Test is comprised of a 50 foot car push, 440 yard dash, climb/descend stairs, climb a four (4) foot wall, crawl through a window, and crouching obstacles, jump over a simulated four (4) foot ditch, 12" and 18" hurdles, trigger pull, and pull a 125 pound dummy ten (10) yards. The course must be completed in four (4) minutes and sixteen (16) seconds or less. Failure of one component of the test is failure of the entire test. Candidates will be afforded the opportunity to

retest if they are unsuccessful at passing the initial test. This test will be at a later scheduled date and time. It is highly suggested that applicants begin training for this agility test as far in advance as possible.

4. If I am offered a position with the City of Jacksonville as an Entry Level Police Officer what training is required?

If you receive a letter of hire, and all conditions have been passed, then you will start the training to become a Police Officer. A three (3) week orientation will be given for all new hires. The recruit will then be sent to the Arkansas Law Enforcement Training Academy in either (ALETA) in Camden, AR, Camp Robinson or Black River Technical College – Law Enforcement Training Academy (BRTC-LETA) in Pocahontas, AR. The recruit will be at the training facility from Sunday evening to Friday afternoon and will be able to come home on the weekends. The training facilities require recruits to pass a weekly test with a 70% score or above, participate and improve on physical fitness requirements during training, and be able to pass firearm qualifications. Upon completion of training, recruits then are placed with Field Training Officers (FTOs) for twelve (12) weeks of training. Ideally, each recruit is rotated to a new FTO every four (4) weeks and train on both day and night shifts. If the recruit completes the twelve (12) week field training then he/she is placed with a supervisor for one (1) week for a “check ride” which will determine if the recruit is ready to go on patrol by themselves.

Further inquires for ALETA requirements can be found at <https://www.clest.org/ar-law-enforcement-training-academy> or for BRTC-LETA requirements can be found at www.blackrivertech.org/leta

5. How long is the probation period for new Officers?

Officers are placed on twelve (12) months probation from the date of hire. During the probation period, the Probationary Officer is an “at-will” employee and may be terminated with or without cause. At the end of the twelve (12) months the Probationary Officer is sworn in under the Jacksonville Civil Service Commission.

6. What kind of shifts does your department have?

Jacksonville Police Department Patrol Officers work twelve (12) hour shifts. Every other weekend the Officer is off on Friday, Saturday, and Sunday. There are four (4) shifts of Officers that rotate from day shift to night shift every three (3) months. Shifts are defined as: Dayshift 06 AM to 6 PM and Night Shift 6 PM to 6AM. Officers will report to shift briefing daily at 0545 Hours and 1745 Hours.

If you have any further questions regarding employment as a Jacksonville Police Officer please feel free to contact Sgt. Cassie Blackerby by email: cblackerby@cityofjacksonville.net / ops@cityofjacksonville.net or Phone: 501-982-3191.