



Paducah Police Department

1400 Broadway, Paducah, Kentucky 42001



ACCREDITED SINCE 2004

Your application has been referred and as a Police Officer Candidate, you have been placed on the list for the next testing session. You will be notified once the next test date is scheduled.

It is important to properly prepare for testing day. You can find resources to help you prepare for the physical test on the Paducah Police Department's Website on the Recruiting and Hiring page.

MEDICAL EXAMINATION FORM

Attached is a medical examination form that must be completed and signed by a physician, physician assistant or nurse practitioner of your choice. The form lists the activities that make up the physical agility test. Your physician must verify that you are physically capable of performing these activities without any medical problems.

You must bring this form with you to the physical agility test. Without the medical examination form, you will not be allowed to take the physical agility test.

PHYSICAL TEST

The testing process will begin with the physical agility test. The test will begin promptly at 8 a.m. on the scheduled testing day. You should report to the lobby of the Paducah Police Department no later than 7:45 a.m. on the scheduled testing date.

No one who has arrived late will be admitted for testing.

After sign-in and weighing, you will be responsible for transportation to where the physical agility test will be administered. Please dress appropriately for the test. You may wear sweats, shorts, or other appropriate attire. The test will take approximately four hours.

WRITTEN TEST

The written test will be administered in the training room of the Paducah Police Department. A Human Resources or Paducah Police Department Representative will provide you with a start time for the test. **You must be on time.**

The written test includes four sections and will last approximately 1 ½ hours. The four sections of the written test are: mathematics, reading comprehension, grammar, and incident report writing. A comprehensive score of 70 is required to pass the test.

Please review the list of Disqualifiers and Minimum Qualifications.

Contact Assistant Chief Justin Crowell at 270-444-8691 or jcrowell@paducahky.gov if you have any questions about your eligibility.

A Tradition of Service Since 1834!

Paducah Police Department

Minimum Qualifications of Applicants

Below are the minimum qualifications of a Paducah Police Officer:

1. Must be a citizen of the United States.
2. Must be at least 21 years old.
3. Must have one of the following:
 - a. A minimum of 60 credit hours from an accredited college, community college, or vocation school;
 - b. OR a high school diploma or GED **AND** at least one year of sworn, full-time law enforcement experience;
 - c. OR a high school diploma or GED **AND** at least two years of full-time military service;
 - d. OR a high school diploma or GED **AND** an employer verification letter indicating four consecutive years of full time (40 hours or more a week) work experience with the same employer (four consecutive years employment must be within five years of the date of application).
4. Must possess a valid operator's license and be able to operate a motor vehicle.
5. Must successfully undergo a fingerprint check through the Kentucky State Police and the Federal Bureau of Investigation.
6. Must be able to identify the colors red, green, and yellow.
7. Must have standard visual acuity:
 - a. Corrected vision should be at least 20/30 for both eyes together.
 - b. Uncorrected vision for those who wear glasses should not be worse than 20/100 for both eyes together.
 - c. Candidates who wear soft contact lenses, should have uncorrected vision not worse than 20/200 in both eyes together.
8. If served in the military, possess a conditional or an honorable discharge.
9. Must be able to read, write, speak, and understand the English language.
10. Must submit to and pass a medical examination.
11. Must submit to and pass a drug screening.
12. Must submit to and pass a background investigation which shall include a credit check.
13. Must pass an interview process.
14. Must pass a pre-employment physical fitness screening.
15. Must pass required physical fitness standards as specified in the Peace Officers Professional Standards (POPS).
16. Must pass a psychological examination.
17. Must submit to a polygraph examination.

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Reasons for Applicant Disqualification (1 of 2)

Police officer applicants may be disqualified at any time during the selection process when it is determined that such an applicant is not qualified or suitable for the job, pursuant to this policy and state and federal law.

The following criteria are designed to serve as guidelines to assist in determining disqualification. The criteria listed below in no way limit or bar the City from rejecting an applicant for any other reason that deems him/her as unqualified or unsuitable for employment. The criteria listed below are not applicable if a candidate was a juvenile at the time of occurrence. However, a consistent record of illegal behavior as a juvenile may disqualify a candidate if the behavior was within the last 10 years.

CRIMINAL HISTORY

1. A candidate who has been convicted of or has entered an Alford plea to:
 - a. a felony will be found unsuitable for employment.
 - b. a Class A misdemeanor or two (2) or more Class B misdemeanors within the last 10 years will be found unsuitable for employment.
 - c. a charge of driving under the influence within the last five (5) years will be found unsuitable for employment.
 - d. driving under the influence more than one time in his/her lifetime will be found unsuitable for employment.

DRUG HISTORY

2. A candidate who:
 - a. has used or possessed any illegal drug while employed in any law enforcement or prosecutorial position, or while employed in a position that carries with it a high level of responsibility or public trust, will be found unsuitable for employment.
 - b. is discovered to have misrepresented, falsified or made omissions pertaining to his/her drug history in completing all forms used in the application process will be found unsuitable for employment.
 - c. has trafficked in any illegal drug at any time could be found unsuitable for employment. In these instances, each case will be evaluated individually for specifics and investigated extensively. Typically, any activity of this nature committed as a legal adult will disqualify an applicant from the hiring process.
 - d. used any illegal drug (including anabolic steroids) other than marijuana more than one time/dose/usage within the last 10 years may be found unsuitable for employment. In these instances, each case will be evaluated individually for specifics and investigated extensively. Typically, any activity of this nature committed as a legal adult will disqualify an applicant from the hiring process.
 - e. has used marijuana within the past three (3) years will be found unsuitable for employment.

DRIVING HISTORY

3. A candidate who has a consistently unacceptable record in the operation of a motor vehicle (i.e. three or more at-fault collisions or three or more moving violations in the last five years) will be found unsuitable for employment. However, these incidents may be evaluated on a case-by-case basis.

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Reasons for Applicant Disqualification (2 of 2)

EMPLOYMENT HISTORY

4. A candidate must not have had certification as a peace officer permanently revoked in another state.

PERSONAL HISTORY

5. A candidate must not be prohibited by federal or state law from possessing a handgun.
6. A candidate who has shown repeated failures to meet obligations of indebtedness will be found to be unsuitable for employment. The frequency of bad debt, the amount of indebtedness and the candidate's history of attempting to pay the debt will factor into this disqualifier.

CHARACTER

7. A candidate who has:
 - a. not completed or cooperated with any one or more portions of the application process, or has not made himself/herself available for any one or more portions of the selections process, will be found unsuitable for employment.
 - b. falsified, misrepresented or withheld relevant or pertinent information during the application/selection process will be found unsuitable for employment.
 - c. demonstrated dishonesty in any one or more portions of the application/selection process will be found unsuitable for employment.
 - d. used or attempted to use bribery to secure advantage in selection or appointment will be found unsuitable for employment.
 - e. demonstrated moral turpitude or a lack of sobriety or integrity will be found unsuitable for employment.
 - f. otherwise not met or has violated provisions of these rules, applicable law and/or applicable policy will be found unsuitable for employment.

Contact Assistant Chief Justin Crowell at 270-444-8691 or jcrowell@paducahky.gov if you have any questions about your eligibility.

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Medical Examination Form

This form, fully completed, is required prior to administration of Peace Officers Professional Standards physical fitness testing to an applicant by certified Paducah Police Department personnel.

EXAMINING MEDICAL DOCTOR MUST READ CAREFULLY

Below are the tests to be administered, the actions the tests measure and the minimum scores required:

- **1 Repetition Maximum (RM) Bench Press:** Measures the individual's upper body strength to make maximal efforts against a resistance, which is important for performing physical tasks that require lifting, carrying and pushing. *Minimum Score: 55.3% of body weight*
- **1.5 Mile Run:** Measures the individual's cardiovascular system as it relates to performing job tasks such as foot pursuits and long-term use of force situations. *Minimum Score: 17:56*
- **300 Meter Run:** Measures the individual's ability to make short intense bursts of effort, which is important for performing job tasks such as short sprint pursuit situations. *Minimum Score: 68 seconds*
- **1 Minute Sit-ups:** Measures the individual's capability to make repeated muscular contractions with the abdominal area without getting fatigued, which is important in many tasks involving lifting, pulling and dragging. *Minimum Score: 13 sit-ups*
- **Consecutive Push-ups:** Measures the individual's capability to make repeated muscular contractions with the upper body without getting fatigued, which is important for many use-of-force job tasks. *Minimum Score: 14 push-ups*

EXAMINING PHYSICIAN STATEMENT:

After having read the above descriptions, I have examined _____
(Print Applicant's Name)

on this _____ day of _____, 20____.

I am hereby releasing him/her to participate in the physical activities set forth above.

Signature of Examining Medical Doctor or Doctor, Physician Assistant
or Nurse Practitioner (In Ink)

Date of Examination

Printed Name of Examining Medical Doctor, Physician Assistant or
Nurse Practitioner

Address

City, State and Zip Code

Telephone Number

This must be completed no more than 60 days prior to administration of the Paducah Police Department's physical fitness test. You must bring this form with you to the physical agility test.

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Applicant's Endorsement

I understand the nature and extent of the physical activities required as part of the testing procedures conducted by the Paducah Police Department. I hereby assume any and all risks for injuries that may occur due to participating in the physical activities required as part of the testing procedures.

Applicant's Signature

Social Security Number

Date

This must be completed no more than 60 days prior to administration of the Paducah Police Department's physical fitness test. You must bring this form with you to the physical agility test.

