

Bryan Police Department
Entrance Exam Notice and Information

POSITION TITLE: Police Officer (Non-Certified Cadets or Certified)

APPLICATION DEADLINE: Wednesday, December 30, 2026

WRITTEN EXAM DATE: Friday, January 8, 2027

EXAM START TIME: 9:00 AM (check-in time is between 8:15AM – 8:45AM)

*(**Note:** For those that pass the written exam, the Physical Fitness Assessment will be immediately following the exam.)*

EXAM LOCATION: City of Bryan Criminal Justice Center (Bryan Police Department)
303 E. 29th Street
Bryan, TX 77803

IMPORTANT: Please make sure you have submitted your application online and received an online confirmation. If you have not already done so, you will also receive a confirmation email from Human Resources within a week of submitting your application.

For applicants with military service, in order to receive an additional five (5) points added to your score if you pass the exam, you must show proof of an honorable discharge (i.e. DD-214 if Veteran) or provide a letter from your current unit command authority attesting to your honorable service (if Active Service Member). You must provide your documentation by the application deadline. Documentation and DD-214 Forms will not be accepted at the exam site for the additional points. Submit PDF copies of these documents by e-mail to **mcooke@bryantx.gov** or fax the documents to (979)209-5059.

Bryan Police Department Information Sheet

The Bryan Police Department is seeking individuals with integrity who are committed to public service, dedicated and professional, with a willingness and compassion to work together with the citizens of Bryan to maintain a healthy and safe community.

The City of Bryan has a population of approximately 93,300 and is conveniently located at the center of the Dallas/ Fort Worth, Houston, and Austin/San Antonio triangle. Bryan and its neighboring city, College-Station, share an abundance of large city amenities while still having the feel of a small community. Bryan is proud of its diverse culture, quality homes and neighborhoods, exceptional educational facilities, and advanced health care facilities.

DEPARTMENT OPPORTUNITIES

The Bryan Police Department has 159 sworn personnel and 5 reserve officers. The Department is organized into three bureaus: Patrol Services Bureau, Investigative Services Bureau, and the Support Services Bureau. Specialized Units include:

- Patrol
- Criminal Investigation
- Training and Recruiting
- Directed Deployment Team
- Community Oriented Response & Enforcement Team
- Criminal Intelligence Unit
- School Resource Officers
- Crisis Negotiation Team
- Drug Enforcement Team
- Tactical Response Team
- Traffic Safety Unit
- Mental Health Unit
- Reserve Officer Unit

HIRING PROCESS

The duration of the hiring process can take anywhere from 2 – 6 months. Each applicant must successfully complete the following steps:

- Employment Application
- Written Exam *
- Physical Fitness Assessment
- Personal History Statement
- Preliminary Interview
- Background Investigation
- Polygraph Exam
- Oral Interview Board
- Psychological Exam
- Police Chief Interview
- Medical Exam – Drug Screen

* Candidates that pass the written exam with a 70% or higher are placed on a hiring eligibility list. Successful candidates are ranked on the eligibility list in order of their final score on the written examination. Five additional points will be given to applicants who meet veteran or active military status requirements *and* provide their documentation or DD-214 prior to the application deadline. If applicants successfully complete all the remaining steps in the process, they will remain on the eligibility list for one (1) year from the date of the exam. Applicants will need to re-apply if the list expires.

Hiring preference may be given to those candidates on the eligibility list who hold a peace officer's license through the Texas Commission on Law Enforcement (or appropriate organization named by the State).

BASIC QUALIFICATIONS

- U.S. Citizen by birth or naturalization;
- High School Diploma or have a high school equivalency certificate/GED;
- At least 21 years of age at the time of licensing;
- Valid Texas driver's license with good driving record at the time of hire;
- Good moral character, stable employment record and no history of any conduct which may affect suitability for law enforcement work;
- If applicable, military service discharge must be under honorable conditions as stipulated on DD-214 form;
- No felony or Class A misdemeanor convictions; no Class B misdemeanor convictions within the past (10) years.

BENEFITS AND ADDITIONAL PAY

- Health plan including dental coverage – co-pay plan or high-deductible plan w/employer contribution to health savings account
- Vision, prescription, and other optional plans available
- Flexible spending accounts – health care and dependent care
- Life insurance with option to purchase additional coverage for self and/or dependents
- Long-term disability plan and short-term disability plan
- Retirement plan – automatic participation (7% employee contribution – City matches 2-1)
- Optional 457 deferred compensation plan
- Paid sick leave with unlimited accumulation
- Paid vacation leave with unlimited accumulation and holidays
- Monthly Bi-lingual (English/Spanish) Pay
- Monthly Educational Pay
- Night Shift Differential Pay
- Employee Assistance Program
- Uniforms provided and cleaned
- Equipment furnished, including regulation weapon
- Longevity pay - $4/month for each year of service to a maximum of $1200/year
- 12-hours shift schedule for Patrol division – 3 day weekend approx. twice/month
- Mobile data computers in police vehicles
- TCOLE Certificate Pay

FOR MORE INFORMATION

For more information call the Bryan Police Department - Training & Recruiting at (979)209-5323 or the Human Resources Department (979)209-5064.

BRYAN POLICE DEPARTMENT
PHYSICAL FITNESS ASSESSMENT

FITNESS ASSESSMENT

All applicants will be expected to successfully complete the following activities relating to physical fitness:

A. CONCEPT 2 ROWER TEST

Minimum Requirements

To successfully pass the Concept 2 Rower test, an applicant is required to complete the 2,000 meter row and achieve a minimum score of 50%, with the difficulty level set to "5". The passing score is determined based on the applicant's gender, age, and weight. All row tests will be administered by a certified tester. Minimum standard for a passing score can be found at the Texas Department of Public Safety website, by clicking the link below.

https://www.dps.texas.gov/ETR/FitnessWellness/concept2RowerCalc.htm

B. WEAPON TEST

A strength test for firing a weapon will be administered along with the above fitness assessment. The applicant must hold an unloaded police service pistol at arms-length parallel to the ground and pull the trigger 6 times with each hand. This test may be administered, at the Police Department's discretion, by using a trigger-pull simulator.

The Row House is offering City of Bryan Police Officer applicants 3 free classes at to help prepare for the physical fitness assessment. Please see details below.

Click: 3 Free Classes at Row House
Use the promo code: BPDROW



CITY OF BRYAN PAY SCALE
FISCAL YEAR 2027
EFFECTIVE 10/1/26

RANK	GRADE / STEP	HOURLY RATE	ANNUAL RATE	REQUIREMENT
Probationary Police Officer (Cadet)	PO2-1	$35.06	$72,925	Enrollment in Basic Peace Officer Academy/ Start of Probationary Period
PPO/Police Officer	PO3-1	$36.76	$76,461	Basic Certificate
	PO3-2	$37.53	$78,062	1 year at PO3-1
	PO3-3	$38.34	$79,747	1 year at PO3-2
	PO3-4	$39.32	$81,786	1 year at PO3-3
PPO/Police Officer	PO3-5	$39.73	$82,638	Intermediate Certificate
	PO3-6	$40.96	$85,197	1 year at PO3-5
	PO3-7	$41.97	$87,298	1 year at PO3-6
	PO3-8	$43.15	$89,752	1 year at PO3-7
PPO/Police Officer	PO3-9	$44.30	$92,144	Advanced Certificate
	PO3-10	$45.41	$94,453	1 year at PO3-9
	PO3-11	$46.65	$97,032	1 year at PO3-10
	PO3-12	$47.92	$99,674	1 year at PO3-11
PPO/Police Officer	PO3-13	$49.46	$102,877	Master Certificate
	PO3-14	$50.22	$104,458	1 year at PO3-13
	PO3-15	$51.05	$106,184	1 year at PO3-14
	PO3-16	$51.88	$107,910	1 year at PO3-15
Police Sergeant	PO4-1	$48.89	$101,691	Promotion to Sergeant; Intermediate Certificate
	PO4-2	$49.89	$103,771	1 year at PO4-1
	PO4-3	$50.90	$105,872	1 year at PO4-2
	PO4-4	$51.92	$107,994	1 year at PO4-3
	PO4-5	$53.52	$111,322	Promotion to Sergeant; Advanced Certificate
	PO4-6	$54.57	$113,506	1 year at PO4-5
	PO4-7	$55.68	$115,814	1 year at PO4-6
	PO4-8	$56.79	$118,123	1 year at PO4-7
	PO4-9	$57.58	$119,766	Promotion to Sergeant; Master Certificate
	PO4-10	$58.72	$122,138	1 year at PO4-9
	PO4-11	$59.91	$124,613	1 year at PO4-10
	PO4-12	$61.12	$127,130	1 year at PO4-11
Police Lieutenant	PO5-1	$57.60	$119,808	Promotion to Lieutenant; Advanced Certificate
	PO5-2	$58.79	$122,283	1 year at PO5-1
	PO5-3	$59.96	$124,717	1 year at PO5-2
	PO5-4	$61.16	$127,213	1 year at PO5-3
	PO5-5	$63.36	$131,789	Promotion to Lieutenant; Master Certificate
	PO5-6	$65.25	$135,720	1 year at PO5-5
	PO5-7	$67.83	$141,086	1 year at PO5-6
	PO5-8	$70.49	$146,619	1 year at PO5-7

CITY OF BRYAN
CLASSIFIED POLICE ADD-ON PAY

As of 10/1/26

CERTIFICATE	MONTHLY RATE
Basic	$0.00
Intermediate	$75.00
Advanced	$100.00
Master	$150.00

EDUCATION	MONTHLY RATE
Associate's Degree	$50.00
Bachelor's Degree	$100.00
Master's Degree	$150.00

BILINGUAL	MONTHLY RATE
English/Spanish - tested	$100.00

NIGHT SHIFT DIFFERENTIAL	PER HOUR
50% worked between 6P-6A	$1.50

FIELD TRAINING OFFICER	PER SHIFT
When assigned as FTO	$40.00

LONGEVITY PAY
$4.00/month for each year of service (capped at $100/month or $1,200/year)

Original Effective Date: 10/1/05