



City of Lexington Tennessee

Lexington Police Department

Personnel Selection Requirements – Commissioned and Non-Commissioned Employees Section 1.20 – LPD Policy

Pre-Conditional Job Offer Components

- 1) Be at least eighteen (18) years of age;
- 2) Be a citizen of the United States, or a permanent legal resident of the United States who is an honorably discharged veteran of the United States armed forces pursuant to Tenn. Code Ann. § 38-8-105(d);
- 3) Be a high school graduate or possess its equivalent, which shall include a general educational development (GED(R)) certificate;
- 4) Not have been convicted of or pleaded guilty to or entered a plea of nolo contendere to any felony charge or to any violation of any federal or state laws or city ordinances relating to force, violence, theft, dishonesty, gambling, liquor, controlled substances or controlled substance analogues;
- 5) Not have been released or discharged under any other than honorable discharge from any of the armed forces of the United States;
- 6) In compliance with City of Lexington policy, all personnel, excluding the Chief of Police, shall reside in Henderson County Tennessee and must maintain that residency throughout employment. The Chief of Police shall be a resident of the City of Lexington.
- 7) Oral Board examination with Command Staff.
- 8) Chief of Police Interview.

The identified candidate(s) that best meet the needs of the department at that time may receive a conditional job offer by the Chief of Police. These candidate(s) will be allowed to continue further in the selection process.

Post-Conditional Job Offer Components

- 1) Have the person's fingerprints on file with the Tennessee Bureau of Investigation;
- 2) Have a good moral character as determined by a thorough investigation conducted by the department;
- 3) Have passed a physical examination by a licensed physician or a nurse practitioner or physician assistant, so long as the task is expressly included in the written protocol developed jointly by the supervising physician and the nurse practitioner or physician assistant, whichever is applicable, setting forth the range of services that may be performed by the nurse practitioner or physician assistant; including a drug screen.
- 4) Have been certified by a Tennessee licensed health care provider qualified in the psychiatric or psychological field as being free from any impairment, as set forth in the current edition of the Diagnostic and Statistical Manual of Mental Disorders (DSM) of the American Psychiatric Association at the time of the examination, that would, in the professional judgment of the examiner, affect the applicant's ability to perform an essential function of the job, with or without a reasonable accommodation.
- 5) Graduation / Certification from the Tennessee Law Enforcement Training Academy, or an equivalent academy authorized by the department. Non commissioned employees may be required to obtain certification from a licensing body specific to the job description.



City of Lexington Tennessee

Lexington Police Department

Personnel Selection Requirements – Commissioned and Non-Commissioned Employees Section 1.20 – LPD Policy

Probationary Period Components

All commissioned officers appointed shall serve a probationary period commencing with the date of hire and ending after two (2) years. Civilian employees shall serve a probationary period commencing with the date of hire and ending after one (1) year.