

# Becoming a Texas A&M Forest Service Additional Duty Law Enforcement Officer

## Activity Commitment

As an Additional Duty Law Enforcement Officer (ADLEO), you commit to working in a law enforcement officer capacity as needed to support the TFS Law Enforcement Dept. You will also attend required law enforcement trainings throughout the year, which include annual in-service trainings and firearms qualifications. You will be required to complete Wildland Fire Investigator (INVF) training and perform INVF duties as needed. You will spend over 750 hours in training to become a licensed Texas Peace Officer over the period of one year, and you will be expected to manage your Comp Time balance appropriately. After training is completed, TFS will have invested over ten thousand dollars on each ADLEO and expects a good faith commitment of three years of service.

## Costs

All law enforcement equipment and training costs are provided by TFS Law Enforcement Dept for Additional Duty Law Enforcement Officers. Your work hours remain the responsibility of your local budget.

## Qualifications

To be considered for appointment as a TFS ADLEO, you must:

- Have been employed by TFS for at least one year
- Be a United States citizen
- Be at least 21 years of age
- Hold a High School Diploma or GED
- Former Military Personnel: have not received a dishonorable or other discharge based on misconduct
- Have a valid Texas Driver License
- Have not committed a Felony or Class A Misdemeanor
- Have no Class B Misdemeanor convictions within last 10 years
- Have no pending traffic citations or court cases
- Have not been convicted of three or more hazardous traffic violations in the last 24 months. (Does not include "Deferred Adjudication" or "Driver's Safety Course")
- Be able to pass and maintain a current Work Capacity Test at the Light level or higher
- Be physically sound and not have drug dependency or illegal drug use
- Be in satisfactory psychological and emotional health to serve as a peace officer

## Applicant Processing Steps

1. **Initial Application** – Submit the ADLEO Application through your supervisory chain. This requires your supervisory chain up through your department head to approve and endorse your application.
2. **Preliminary Interview** – You will be asked about why you want to be a TFS ADLEO, your driving history, and any criminal record or illegal drug use. We will discuss with you any questions you may have regarding the application process, time required for training, etc.
3. **Personal History Statement** – You will complete and submit a comprehensive personal history statement in which you will disclose personal information including detailed information of your background for the previous ten years with appropriate attachments.
4. **Background Investigation** – Checks your work record, your background, and the opinions and statements of people you list as references and others identified in your investigation.
5. **Applicant Interview Board** – You will be given an oral interview before a board of both TFS LE Investigators and TFS ADLEOs, during which you will be interviewed on a variety of law enforcement and non-law enforcement topics.

For non-licensed applicants and those with greater than 180 day break in service:

6. **Medical Examination** – Includes a physical exam and urinalysis.
7. **Psychological Examination** – Includes a three-hour written exam and an interview with a psychologist.
8. **DPS/FBI Fingerprint Return** – You will be fingerprinted and subjected to a search of local, state, and US national fingerprint files to disclose any criminal record.

## Training

1. **Time Requirements** – You will receive over 750 hours of training over a one-year period.
2. **Phase One** (non-licensed applicants) – Classroom training on law enforcement necessary to receive your state certification through a Basic Peace Officer Course (Police Academy). You will receive a Peace Officer License issued by the Texas Commission On Law Enforcement (TCOLE).
3. **Phase Two** (all applicants) – Training while working as an ADLEO with a TFS LE Field Training Officer. This will last approximately six months.