



# CLALLAM COUNTY SHERIFF'S OFFICE APPLICANT DISQUALIFIERS FOR DEPUTY SHERIFF AND CORRECTIONS DEPUTY

## THE FOLLOWING STANDARDS APPLY TO ALL CANDIDATES FOR DEPUTY SHERIFF AND CORRECTIONS DEPUTY:

**Honesty / Integrity** Honesty and Integrity are essential traits for a successful career in Law Enforcement. Any false statements, noted polygraph deception, lack of candor, cheating, or failure to fully divulge requested information may result in immediate disqualification from the hiring process.

### PART I - Minimum Requirements

- Be at least 21 years of age.
- Be a US citizen of the United States of America or a lawful permanent resident who can read and write the English language. (RCW 41.12.070)
- Provide proof of high school diploma or a GED certificate.
- Possess a valid WASHINGTON State Driver's License at time of employment and have a driving record acceptable to the County's Risk Manager and insurance carrier.
- Eligibility to possess a firearm and pistol under Washington State and Federal statutes.
- Successfully pass a background investigation that includes a complete criminal records check, a polygraph examination, psychological examination, and any other testing which measures the ability to perform the functions of the job.
- Satisfactorily complete a medical examination per the Clallam County Civil Service Commission standards.

A. **Vision Requirement** - Applicant must have normal color vision. Applicant must have vision correctable to 20/20.

B. **Body Decoration** - Visible body decorations such as, brands, body art, or intentional mutilation shall be covered while on duty. The following body decorations are prohibited: Split or forked tongues; foreign objects inserted under the skin to create a design or pattern; enlarged or stretched out holes in the ears; dental ornamentation; visible piercings other than those in the ear(s) that present a professional image.

### **INITIAL** the appropriate selection for Part 1 (Minimum Requirements):

- I believe I meet this standard: \_\_\_\_\_
- I believe I do not meet this standard: \_\_\_\_\_
- I am not certain if I meet this standard: \_\_\_\_\_

## PART 2 - Automatic Disqualifiers

A. **Drug Use** - Please note that the use of illegal drugs and the illegal use of prescription drugs, referred to in this acknowledgement, means the use, possession, or distribution of drugs which is unlawful under the provisions of the Uniform Controlled Substances Act in this state or its equivalent in any other jurisdiction.

**The following drug use (or distribution of) will be disqualifying:**

- Any use of illegal drugs while employed by a law enforcement agency.
- As an adult, convicted of any felony drug crime.
- Any instance of illegally using a drug after submitting an “in process” application to any Law Enforcement agency.
- Any participation in the manufacture, selling, offering to sell, distribution or transporting for sale any illegal drugs and/or narcotics within the past ten (10) years, or as an adult (age 21 or older).
- Illegal use of four (4) or more different controlled substances, excluding marijuana, in the last ten (10) years.
- Use of hallucinogens (includes GHB & ecstasy; excludes mushrooms), cocaine, methamphetamine, or opiates within the last five (5) years.
- Use of mushrooms within the last three (3) years.
- Use of any other illegal drug, including steroids, within the last five (5) years.
- Obtaining a prescription under false pretenses.
- A history of alcohol or controlled substance abuse which has hampered job performance at any time during the five years immediately preceding the date of application.

**INITIAL the appropriate selection for PART 2 (Drug Use):**

I believe I meet this standard: \_\_\_\_\_

I believe I do not meet this standard: \_\_\_\_\_

I am not certain if I meet this standard: \_\_\_\_\_

B. **Criminal Violations** - The following will be disqualifying:

- Any adult felony conviction.
- Any juvenile felony conviction within the past five years.
- Conviction of any felony crime of violence or misdemeanor domestic violence.
- Conviction of any sexual offense.
- Any conviction of a felony crime at any time while employed in any capacity with a Law Enforcement Agency (including volunteer, intern, and reserve positions).
- Any single theft of property or money in excess of \$100 value within the past five years.

**INITIAL the appropriate selection for PART 2 (Criminal Violations):**

I believe I meet this standard: \_\_\_\_\_

I believe I do not meet this standard: \_\_\_\_\_

I am not certain if I meet this standard: \_\_\_\_\_

C. **Criminal Relationships** – The following will be disqualifying:

- A recent or current affiliation with, and/or support of, any organization or group which advocates the violent overthrow of the State or of the United States Government, or whose professed goals are contrary to the interest of public safety and welfare.

**INITIAL the appropriate section for PART 2 (Criminal Relationships):**

I believe I meet this standard: \_\_\_\_\_  
 I believe I do not meet this standard: \_\_\_\_\_  
 I am not certain if I meet this standard: \_\_\_\_\_

**D. Military Service** - The following will be disqualifying:

- Any discharge from any military service other than honorable will be evaluated on a case-by-case basis.
- A dishonorable discharge from any military service remains an automatic disqualifier.

**INITIAL the appropriate selection for PART 2 (Military Service):**

I believe I meet this standard: \_\_\_\_\_  
 I believe I do not meet this standard: \_\_\_\_\_  
 I am not certain if I meet this standard: \_\_\_\_\_

**E. Traffic Record** - Traffic violations that will be disqualifying include:

- Any criminal traffic conviction within the past 5 years for:
  - Driving Under the Influence (DUI),
  - Reckless Driving,
  - Negligent Driving, or
  - Hit & Run Driving.

**INITIAL the appropriate selection for PART 2 (Traffic Record):**

I believe I meet this standard: \_\_\_\_\_  
 I believe I do not meet this standard: \_\_\_\_\_  
 I am not certain if I meet this standard: \_\_\_\_\_

**F. Financial Record** - Any willful failure to pay income tax or court ordered child support is disqualifying.

**INITIAL the appropriate selection for PART 2 (Financial Record):**

I believe I meet this standard: \_\_\_\_\_  
 I believe I do not meet this standard: \_\_\_\_\_  
 I am not certain if I meet this standard: \_\_\_\_\_

**PART #3 - Potential Disqualifiers**

**A. Criminal Relationships** - Applicant maintains an on-going relationship with individuals who have been convicted of felony crimes and/or who are reputed to be involved in recent or current felonious activity.

- B. Criminal Violations** - An applicant's criminal record, including all arrests, prosecutions, deferred prosecutions, "Alford" pleas, and non-conviction information will be thoroughly assessed and may be grounds for disqualification.
  - Commission of a felony crime (non-conviction)
  - Applicant has criminal proceedings pending or is under investigation for a crime.
  - Applicant has been involved in significant misdemeanor activity.
  - Applicant's history shows a pattern of thefts.
  
- C. Driving Record** - Applicant's driving record shows a continuing and/or recent pattern of poor decision making.
  
- D. Employment Record** - An applicant's employment history, including a pattern of unexcused absences, discipline, any terminations, or leaving an employer in lieu of termination, will be thoroughly assessed and may be grounds for disqualification.
  
- E. Financial Record** - An applicant's financial history, including excessive credit card debt or unresolved accounts in collection will be thoroughly assessed and may be grounds for disqualification.
  
- F. Drug Use** - Marijuana use will be reviewed on a case-by-case basis; however, in order to increase the likelihood of continuing on in the hiring and background process, an applicant should not have used Marijuana in the last 6 months.

**INITIAL the appropriate selection for PART 3 (Potential Disqualifiers):**

- I understand and do not believe I have any potential disqualifier(s): \_\_\_\_\_
- I understand and believe I have potential disqualifier(s): \_\_\_\_\_
- I understand and am not certain if I have any potential disqualifier(s): \_\_\_\_\_

**Any conclusion by an oral interview panel that the applicant is unsuited for Law Enforcement/Corrections work will be an automatic disqualifier. (Initial)\_\_\_\_\_**

**CERTIFICATION**

I, the undersigned, have carefully reviewed and completed this document.

Signature: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Date: \_\_\_\_\_