

PRE-EMPLOYMENT CRITERIA DEPUTY SHERIFF

AUTOMATIC DISQUALIFIERS FOR SHERIFF'S DEPUTY

Criminal History

1. Conviction of any felony or crimes of moral turpitude.
2. Conviction of any Class 1 or Class 2 misdemeanor, excluding traffic violations which are discussed separately, or the Virginia State Law equivalent within the last 5 years.
3. Conviction of any State Law within the last 24 months (will be evaluated on a case by case basis).
4. Any conviction of domestic violence, including simple assault against a domestic partner, spouse, child or parent.
5. Adult commission of undetected crimes of a serious or repetitive nature.

Traffic Violations

1. Three or more negative points on a Virginia Operator's License or the equivalent for out of state licenses. Points may be negated by attending defensive driving school offered by the Division of Motor Vehicles prior to initial testing.
2. Any conviction of driving under the influence of drugs or alcohol, refusal to take blood or breath test, eluding police, racing, or leaving the scene of an accident within the last 5 years.
3. Multiple convictions of driving under the influence.

Drugs

1. Sale or distribution of illegal drugs.
2. Unlawful possession of any illegal drug, including but not limited to heroin, cocaine, hallucinogens, methamphetamine, etc. or any derivative thereof (except marijuana) within the last five year (5) years.
3. Illegal possession of anabolic steroids within the last 3 years.
4. Illegal possession of marijuana or a derivative thereof within the previous twenty four (24) months.

Credit

Demonstrated history of financial irresponsibility. (Examples of areas of concern include unpaid collections or unsatisfactory judgments where no payment plan has been established. Call our investigator staff to discuss your specific credit issues and concerns.

Others

1. Dishonorable discharge from any military service.
2. Untruthfulness and/or the intentional withholding of information on any application, interview, or paperwork associated with the position. Examples of intentional withholding of information would include deliberate inaccuracies or incomplete statements.
3. Intentional failure to follow the directions outlined in the testing process or relying on others to complete any portion of the testing process.
4. Visible tattoos, brands and body art above the shoulder are not authorized. Such visible markings elsewhere on the body that are prejudicial to good order, discipline and professionalism or are of the nature to bring discredit to the Sheriff's Office are prohibited. Visible tattoos, body art, and brands that are excessive, sexually explicit, or that advocate or symbolize gender, racial, religious, ethnic or national origin discrimination are prohibited; in addition, visible markings that advocate or symbolize gang affiliation, racial supremacy, extremist groups or drug use are likewise prohibited.

NOTE

This is not intended to be an exhaustive listing of background disqualifiers. Applicants who are successful in the initial testing will undergo a thorough background investigation, including polygraph examination. Areas of concern will be evaluated on a case-by-case basis within the context of the full investigation/review. Examples of areas of concern may include, but are not limited to, the following:

- Reduction of charges as a result of a plea agreement or other form of sentencing disposition prior to a conviction in any of the aforementioned criminal and driving history categories.
- Crimes committed as a juvenile, including undetected crime.
- Patterns of reckless and/or irresponsible driving.
- Multiple convictions of driving under the influence.
- Illegal drug possession that does not fall within the parameters defined above.
- Less than honorable military discharge, erratic work record, or unfavorable employment references.
- Pending litigation or prosecution for criminal offenses must be resolved prior to consideration for employment

Note: Some minor offenses are classified as Class 1 misdemeanors (e.g. littering), but would not result in automatic disqualification. Convictions of this nature would be evaluated on a case-by-case basis in the context of the full investigation/review.

Illegal drug is defined as set forth in the Federal Controlled Substance Act, 21 U.S.C. §800 et al. and by the Code of Virginia.