

PRE-EMPLOYMENT CRITERIA DEPUTY SHERIFF

Applicants, whose current or past conduct could cause embarrassment to the Sheriff's Office, if such conduct were made public, will not be considered.

Conduct deemed inappropriate include but are not limited to the following:

CRIMINAL HISTORY:

Conviction of any felony or crime of moral turpitude

Any convictions involving domestic violence, including simple assault against a domestic partner, spouse, child or parent.

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.*

Conviction of any State Law within the last 24 months (will be evaluated on a case by case basis)

Commission of undetected crimes of a serious or repetitive nature.

Any individual falling into any of the aforementioned criminal history categories, prior to a conviction that enters a plea agreement to the reduction of charges or enters into a deferred finding may be disqualified from the entry process.

DRIVING RECORD:

Six or more points on a Virginia Operators License or the equivalent for out of state licenses.

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.

Reckless driving (will review circumstances)

Multiple convictions of driving under the influence.

DRUGS:

Any involvement in the sale or distribution of illegal drugs as an adult. Juvenile involvement in the sale or distribution of illegal drugs is an area of concern which will be given careful scrutiny in the context of the full investigation/review.

Any illegal possession/use of any opiate, cocaine, hallucinogens, or any other schedule 1 or 2 drug, or any derivative thereof, as defined in the Code of Virginia within the last 5 years.

Illegal possession/use of anabolic steroids within the last 3 years.

Illegal possession/use of marijuana or a derivative thereof within the last 24 months.

Current illegal/improper use of any controlled substance including over the counter drugs (medications).

*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.

CREDIT:

Any person who has filed a Chapter 7 bankruptcy (will be reviewed for cause)

Any person filing a Chapter 13 bankruptcy (will be reviewed for cause)

Any person who has any unsatisfied judgments or garnishments (will be reviewed for cause)

OTHER:

Visible tattoos, brands and body art on the head, face, neck or scalp are not authorized. Such visible markings elsewhere on the body that are prejudicial to good order, discipline and professionalism or are of a 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.

Dishonorable discharge from any military service (less than honorable will be reviewed)

Any involvement or association in criminal gang activity.

Untruthfulness or the intentional withholding of information on any application, interview, or paperwork associated with the position.

Deliberate inaccuracies or incomplete statements.

Cheating on any examination or testing associated with the position.

Failure to attend any scheduled interview, examination, appointment, or meeting relative to the position.
(Absent extenuating circumstances)

Erratic work record, or unfavorable employment references.

Failure to meet criteria for the position.

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.