



## Port Angeles Police Department Special Employment Requirements

Employees hired by the Port Angeles Police Department are subject to a high standard of legal, moral and ethical behavior in the performance of work in law enforcement. In order to be employed by the Department, each applicant must pass a background investigation, polygraph and psychological examination to verify his or her ability to meet and uphold department standards. The following requirements serve as a guideline for applicants, but are not all-inclusive. Applicants who are eliminated from the hiring process for any of the following reasons must wait 36 months to re-apply for employment.

**AUTOMATIC DISQUALIFIERS:** Applicants will ***automatically be disqualified*** for the following violations:

- Been convicted of a felony (or pled no contend ere to a felony charge), or any offense that would be a felony if committed in Washington State.
- Convicted of Reckless Driving, Driving Under the Influence, Driving After Suspended or Revoked within preceding 5 years.
- Been convicted of any crime under a domestic violence statute, been convicted of stalking or unlawful sexual misconduct.
- Been previously employed as a law enforcement employee and since has committed or violated federal, state or city laws pertaining to criminal activity.
- Committed any serious violation of Federal, State, City or County laws.
- Has received a dishonorable discharge from the United States armed forces.
- Lied during any stage of the hiring process.
- Falsified his or her personal history questionnaire or application.
- Drug involvement or use of illegal drugs:
  - ~Has or had a pattern of abusing prescription medication.
  - ~Sold marijuana, narcotics or dangerous drugs.
  - ~Used marijuana within the past 2 years, *for any purpose*.
  - ~Used any narcotic or dangerous drug by injection.
  - ~Used any dangerous drug or narcotic (excluding marijuana) within the past 5 years, *for any purpose*.
  - ~Used any dangerous drug or narcotic (excluding marijuana) more than 3 times in totality.
  - ~Used any dangerous drug or narcotic (including marijuana) other than for experimentation within the past 7 years. (The use of an illegal drug is presumed not to be for experimentation by the Port Angeles Police Department if the use of exceeds a total of 5 times in the past 7 years.)

**DISCRETIONARY DISQUALIFIERS:** Applicants ***may, upon review, be disqualified*** for employment for the following violations:

- Commission of a felony.
- Incarceration after conviction for any crime.
- Alcohol or substance misuse and/or abuse, other than above.
- Debts—A demonstrated unwillingness to honor fiscal contracts or just debts.
- Has received other than an honorable discharge from the United States armed forces.
- Received more than three moving traffic violations within the preceding 3 years; or received a reckless driving or driving after suspended/revoked violation within the preceding 5 years
- Suspension or revocation of driving license within the preceding 5 years.
- Excessive traffic violations.
- Involvement in more than one motor vehicle accident within the preceding 3 years for which the applicant received a traffic or criminal citation and was convicted, forfeited bail, or entered a plea of “guilty” or “nolo contendere”.
- Any other conduct or pattern of conduct that would tend to disrupt, diminish, or otherwise jeopardize public trust in the law enforcement profession.