



CIVIL SERVICE COMMISSION

POLICE DEPARTMENT APPLICANTS SELF-ASSESSMENT CHECKLIST

The Marysville Police Department conducts a thorough background investigation on candidates before employment into any position including Police Officer, Custody Officer, Community Services Officer, and administrative or support staff. The investigation may include one or more of the following, but is not limited to: prior employment and personal references, credit references, credit rating, criminal, driving and related police records investigation, a polygraph and psychological evaluation, and a pre-employment medical exam and drug screening.

Specific requirements differ among the positions listed above; however, some of the reasons why past applicants have not been accepted for employment, or why individuals have had their names removed from the eligibility list after a lengthy and time-consuming testing process, include the following:

Driving

- 1 or more traffic crime convictions in the last 5 years (DWI, Suspended, Reckless, etc).
- Suspension of driver's license within past 5 years.
- 3 or more moving violations in past 3 years.
- 2 or more at-fault accidents in past 3 years.

Drug use

- Illegal use of ANY controlled substance since applying to, or while employed in a criminal justice capacity.
- No illegal sale of ANY drug, including marijuana.
- Pattern of illegal use of prescription medication.
- ANY use of marijuana, including marijuana derivatives, bi-products or concentrates within 12 months of application. Please note that while some states have decriminalized marijuana, it is federally illegal and police officers are expected to adhere to all laws and regulations, on and off duty.
- ANY use of other illegal drugs within the last 7 years.
- ANY use of LSD.
- Other drug use outside these standards will be considered on case by case basis.

Criminal Activity

- Any adult felony conviction.
- Adult misdemeanor convictions will be carefully reviewed.
- Juvenile felony convictions will be carefully reviewed.
- Unlawful sexual misconduct.
- Has criminal proceeding pending or is under investigation for a crime.
- Has a validated history of criminal physical violence, or has been convicted of a crime of Domestic Violence as defined by 18 U.S.C.921 (a)(33)(A).
- Maintains an on-going relationship with individual(s) who have been convicted of felony crimes and who are reputed to be involved in recent or current felonious activity.
- Any affiliation with, and/or support of, any organization or group which advocates the violent overthrow of the state or of the United State Government, or whose professed goals are contrary to the interest of public safety and welfare.

Employment

- 3 or more terminations, or leaving employer in lieu of termination.
- Withdrawn from consideration for any (law enforcement/fire/corrections/dispatch) employment because of dishonesty.
- Lied during any stage of the hiring process.
- Falsified his or her application, personal history questionnaire, or any other forms during hiring process.

Other

- Work history that reflects incompetence, instability, dereliction of duty, or inability to get along with supervisors, co-workers, or the public.
- Invalid driver's license - or inability to obtain valid driver's license.
- Inability to successfully pass to City standards an extensive background check, polygraph examination, psychological examination, medical examination, and drug screening. Police Officers must meet LEOFF II medical requirements.
- Failure to provide proof of citizenship or lawful permanent resident status, graduation from high school, or GED equivalency, prior to appointment.
- Current credit accounts, or unresolved accounts in collection will be carefully reviewed.
- Any conduct or pattern of behavior that would tend to disrupt, diminish or otherwise jeopardize public trust in the law enforcement profession and the Marysville Police Department.

The above information is provided to help you make the determination whether or not to proceed with the City's examination process. If you have any questions, please feel free to contact the Human Resources Department.