



Agency Disqualifiers

Category	Disqualifier	Criteria
Driving	Automatic	1 or more traffic crime convictions in the last 5 years (DUI, suspended license, reckless/negligent driving, etc.).
	Automatic	Suspension of driver's license within the past 5 years.
	Automatic	4 or more moving violations in the past 3 years.
	Potential	Driving records will be carefully reviewed.
Drug Usage	Automatic	Use or possession of illegal drugs in the last 5 years.
	Automatic	Use or possession of hallucinogens within the last 10 years.
	Automatic	Sale, growth, manufacturing of illegal drugs.
	Automatic	Illegal sale of marijuana.
	Automatic	Illegal use or sale of prescription medication.
	Automatic	Injection of illegal amphetamines/ methamphetamines.
	Automatic	Use of cocaine over 5 times.
	Automatic	Use of non-prescribed oral or injectable steroids over 5 sequences/cycles within the last 2 years.
	Automatic	Use of marijuana or hashish over 15 times.
	Automatic	Use of illegal amphetamines/ methamphetamines over 5 times.
	Automatic	Any use or possession of crack cocaine.
	Automatic	Any use or possession of free-based cocaine/paste.
	Potential	Above are some automatic disqualifiers, however the list is not all-inclusive. All previous drug history information will be reviewed on a case by case basis to determine suitability.
Criminal Activity	Automatic	Adult felony convictions in the previous 10 years for a crime directly related to the position of employment.
	Automatic	Adult misdemeanor convictions in the previous 5 years for a crime directly related to the position of employment.
Employment	Automatic	Received a dishonorable discharge or bad conduct discharge from the United States Armed

		Forces.
	Automatic	Withdrawn from consideration for any public safety employment (fire, EMS, law enforcement, corrections, dispatch) because of the following reasons: criminal activity and/or dishonesty.
	Automatic	Intentional deception, misrepresentation, or lying during any stage of the hiring process, including the background investigation.
	Automatic	Falsified application, personal history questionnaire, or any other forms during the hiring process.
	Automatic	Significant history of disciplinary or corrective action for reasons including tardiness, abuse of unscheduled leave, and/or insubordination.
	Automatic	A termination or resignation in lieu of discharge.
	Potential	Dismissal or resignation in lieu of discharge from any position, public or private, for any cause which would be a cause for dismissal from City service, or has an unsatisfactory record of employment.
	Potential	Employment history will be carefully reviewed.
Financial	Automatic	Failure to pay income tax or child support.
Other	Automatic	History of behavior demonstrating anger control problems, including fighting (physical or verbal).
	Automatic	Discriminatory actions such as sexual harassment, prejudice, bigotry, etc.
	Potential	Making false statements or attempting deception or fraud in connection with a Civil Service Examination or hiring process.
	Potential	Failing to satisfactorily complete any portion of the background investigation as required.
	Potential	Failing to meet requirements herein or on official employment posting.
	Potential	Being physically or mentally unfit to perform the duties required of this position.

NOTE: If you have questions or concerns regarding the disqualifiers, please contact the HR Manager at 425-263-8003.