

The following factors and/or behaviors are considered disqualifying for consideration and or employment with the Archuleta County Sheriff's Office. If the candidate has been involved or participated in any of the following behaviors the candidate should stop the application process at this time. This list is not inclusive. A candidate or employee may also be disqualified form employment if the totality of their circumstances indicates that they would not be suitable as a Sheriff's Office Employee.

DISQUALIFYING FACTORS / BEHAVIORS

BIOGRAPHICAL

- Falsification or omission of any part of the application packet
- False information regarding age/date of birth
- Falsification or omission of information regarding current or past addresses
- Falsification or omission of information regarding relatives employed by the County

EMPLOYMENT HISTORY (includes school and military)

- Fabrication of any information related to a job
- Failure to list any job on application packet
- Failure to report a discharge, forced termination or resignation for any reason
- Failure to report employment discipline, including written warnings, reprimands, etc., or court-martial (if in the military)

WORK AVAILABILITY

- Refusal to work paid overtime, all shifts, all days of the week, and on holidays, as evidenced in past jobs

FINANCIAL RESPONSIBILITY

- Any checks intentionally written on a closed account
- Two or more separate incidents within the past 5 years of being convicted of or having wages garnished for failure to pay child support
- Failure to pay taxes

INTEGRITY

- Taking of items and/or money without permission (added together) of over \$100 from an employer within the past 3 years (includes military)
- Any incidents of misdemeanor shoplifting, or accessory to shoplifting, whether caught or not, within the past 3 years

- Giving perjured, sworn testimony at any time
- Giving false statements or making falsified reports as a law enforcement officer
- Offering or paying a bribe
- Soliciting or accepting a bribe at any time as a law enforcement officer

DRUG BEHAVIOR

- Illegal use of marijuana within the past 18 months
- Under the effects of medical marijuana while at work
- Use of any illegal drug, except marijuana, within the past 3 years (includes speed, heroin, cocaine, PCP, mushrooms, prescription drugs, etc.)
- Use of any illegal drug, on or off duty, while employed as a law enforcement officer
- Any sale, manufacture or distribution of any illegal drug, including marijuana, within the past three years. If beyond 3 years, the following factors should be considered: The frequency of the behavior; the quantity of drugs involved; and the type of drug.
- Deliberate abuse of prescribed controlled substances within the past 3 years
- Refusal to agree to submit to “pre-employment” drug screening as an applicant or “reasonable suspicion” drug testing as an employee

ALCOHOL BEHAVIOR

- Unauthorized consumption of alcoholic beverages while on duty as a law enforcement officer, as evidenced in past jobs
- Refusal to agree to submit to post-offer, pre-employment alcohol screening as an applicant or reasonable suspicion alcohol testing as an employee
- Any pattern of excessive alcohol abuse

CRIMINAL BEHAVIOR

- Any felony committed will be an automatic disqualifier unless as an adult the felony was committed as a juvenile. (An adult applicant committing a felony as an adult would be disqualified. If an adult committed a felony as a juvenile, the following circumstances will be considered: The applicant's age at time of the illegal act and the nature and severity of the offense.)
- Any misdemeanor crime commission (excludes marijuana-related misdemeanors or those involving unlawful use of physical force) within the past 3 years, whether arrested and charged or not
- Certain misdemeanor crime convictions, as defined by P.O.S.T., which would affect peace officer certification in Colorado. Visit the POST website at www.ago.state.co.us/post/misdemeanors.pdf for a list of misdemeanors that will preclude patrol certification

DRIVING HISTORY

- Any DUI convictions within the past 3 years
- Any DWI convictions within the past 3 years
- Any license suspensions/revocations within the past 3 years
- An applicant must not have a noticeable pattern of traffic arrests, citations and/or convictions within the last 3 years. Stop sign violations, red light violations, reckless driving, speeding and careless driving are just a few examples of traffic violations that could disqualify an applicant if he/she has developed a pattern.
- Any hit and run accidents within the past 3 years
- Failure to produce a current, valid driver's license
- Failure to show proof of liability insurance (Colorado drivers), if applicant owns a vehicle

CERTIFICATION/ELIGIBILITY

- Falsifying documentation of a college degree, transcript or specialized training
- Falsifying documentation of law enforcement certification