



Standards for Employment

There are high standards for employment for police employees. Therefore it is necessary for the Division of Police to do an extensive background investigation to determine a candidate's suitability for employment.

Although various factors may lead to immediate disqualification of a candidate, the Division of Police also retains the right and the discretion to determine which candidates to select employment.

Applicants will be removed from the selection process for any of the following reasons at any stage of the selection process.

- A. **Honesty/Falsification** (ORC Chapter 2921)
 1. The applicant deliberately provides false, incorrect, or inconsistent information.
 2. The applicant fails to disclose or acknowledge any disqualifying behavior or activity.
 3. The applicant fails or refuses to answer or respond to oral and/or written questions.
- B. **Family History** (ORC Chapter 2907 & 2919)
 1. Verified or admitted abuse of any family or household member.
 2. Verified or admitted sexual abuse of any family or household member.
 3. A violation of any protective or temporary restraining order as determined by a court of law
 4. Non-compliance with a court order or legal contract to provide child support, alimony, or other financial responsibility.
- C. **Substance Abuse** (ORC Chapter 2925)
 1. Any purchase or possession of any illegal drug or prescription drug within two (2) years before filing the application or at any time after filing the application.
 2. Any sale of an illegal drug, counterfeit controlled substance, or legal prescription drugs.
- D. **Traffic** (ORC Chapter 2903 & 4511)
 1. Any conviction of vehicular manslaughter.
 2. OVI or OVI related offenses:
 - a. Conviction within the past six (6) years.
 - b. More than one (1) OVI or OVI related conviction as an adult.
 3. One (1) or more revocation or suspension of a driver's license as an adult.
 4. Four (4) or more moving violations in the past three (3) years as an adult.
- E. **Criminal Activity** (All sections included in ORC Chapter 2900)
 1. Any fraudulent insurance claims or fraudulent applications for any public assistance benefit.
 2. Any admission or conviction of an offense defined as a felony.
 3. Any admission or conviction, as an adult, of a misdemeanor offense will be reviewed.
- F. **Military History** (Uniformed Code of Military Justice – UCMJ)
 1. Dishonorable or Less than Honorable discharge from military service.
 2. Conviction of any article of the UCMJ that is equivalent to a felony or otherwise listed disqualifying misdemeanor.
 3. Failure to register for selective service.

For a full list of all job standards please visit
<https://www.nationaltestingnetwork.com/publicsafetyjobs/>