

Paducah Police Department

Reasons for Applicant Disqualification (1 of 2)

Police officer applicants may be disqualified at any time during the selection process when it is determined that such an applicant is not qualified or suitable for the job, pursuant to this policy and state and federal law.

The following criteria are designed to serve as guidelines to assist in determining disqualification. The criteria listed below in no way limit or bar the City from rejecting an applicant for any other reason that deems him/her as unqualified or unsuitable for employment. The criteria listed below are not applicable if a candidate was a juvenile at the time of occurrence. However, a consistent record of illegal behavior as a juvenile may disqualify a candidate if the behavior was within the last 10 years.

CRIMINAL HISTORY

1. A candidate who has been convicted of or has entered an Alford plea to:
 - a. a felony will be found unsuitable for employment.
 - b. a Class A misdemeanor or two (2) or more Class B misdemeanors within the last 10 years will be found unsuitable for employment.
 - c. a charge of driving under the influence within the last five (5) years will be found unsuitable for employment.
 - d. driving under the influence more than one time in his/her lifetime will be found unsuitable for employment.

DRUG HISTORY

2. A candidate who:
 - a. has used or possessed any illegal drug while employed in any law enforcement or prosecutorial position, or while employed in a position that carries with it a high level of responsibility or public trust, will be found unsuitable for employment.
 - b. is discovered to have misrepresented, falsified or made omissions pertaining to his/her drug history in completing all forms used in the application process will be found unsuitable for employment.
 - c. has trafficked in any illegal drug at any time could be found unsuitable for employment. In these instances, each case will be evaluated individually for specifics and investigated extensively. Typically, any activity of this nature committed as a legal adult will disqualify an applicant from the hiring process.
 - d. used any illegal drug (including anabolic steroids) other than marijuana more than one time/dose/usage within the last 10 years may be found unsuitable for employment. In these instances, each case will be evaluated individually for specifics and investigated extensively. Typically, any activity of this nature committed as a legal adult will disqualify an applicant from the hiring process.
 - e. has used marijuana within the past three (3) years will be found unsuitable for employment.

DRIVING HISTORY

3. A candidate who has a consistently unacceptable record in the operation of a motor vehicle (i.e. three or more at-fault collisions or three or more moving violations in the last five years) will be found unsuitable for employment. However, these incidents may be evaluated on a case-by-case basis.

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Reasons for Applicant Disqualification (2 of 2)

EMPLOYMENT HISTORY

4. A candidate must not have had certification as a peace officer permanently revoked in another state.

PERSONAL HISTORY

5. A candidate must not be prohibited by federal or state law from possessing a handgun.

6. A candidate who has shown repeated failure to meet obligations of indebtedness will be found to be unsuitable for employment. The factors that will be considered are the amount of indebtedness and the candidate's history of continuing to incur debt. The amount of indebtedness and the candidate's history of continuing to incur debt will factor into this decision.

CHARACTER

7. A candidate will be found unsuitable for employment if:
- not completed the application process, or has not made it through the selection process, will be found unsuitable for employment.
 - falsified, misstated, or omitted information on the application.
 - demonstrated a pattern of behavior during the selection process will be found unsuitable for employment.
 - used or attempted to use force or threats during the selection process will be found unsuitable for employment.
 - demonstrated a pattern of behavior during the selection process will be found unsuitable for employment.
 - otherwise determined to be unsuitable for employment by the Paducah Police Department's selection policy.

