
Authorized by Sheriff Zach Scott

Applicants who have passed the pre-employment test are subject to a background investigation. The information that follows includes guidelines for removal from the Deputy pre-employment process. The Sheriff may consider outside factors when determining whether an applicant will be disqualified for non-compliance with the following standards:

1. Honesty/Falsification
 - 1.1 Any intentional falsehood or attempt to conceal disqualifying information during the selection process.
 - 1.2 Deception indicated on a polygraph examination or any attempt to distort the polygraph examination results.
 - 1.3 Providing substantially inconsistent responses regarding illegal drug(s) or alcohol used or purchased by the applicant, as an adult.
 - 1.4 Failure to disclose or acknowledge the use or purchase of any illegal drug(s), and any subsequent admission during the hiring process to the use of an illegal drug, as an adult.
2. Family History
 - 2.1 Demonstrated or admitted physical or emotional abuse of one's spouse, ex-spouse, child, stepchild, parent or any other relative or person with whom one lives or has a relationship within ten (10) years of the application for Deputy.
 - 2.1.1 A conviction or a misdemeanor crime of domestic violence involving use of force or threatened use of a deadly weapon will permanently disqualify an applicant under Federal laws.
 - 2.2 Non-compliance with a court order or legal contract to provide child support, alimony or other financial responsibility as determined by a finding of any court of law within five (5) years.
 - 2.3 Intentional violation of any protective or temporary restraining order as determined by a court of law within seven (7) years.
 - 2.4 Demonstrated or admitted sexual abuse of one's spouse, ex-spouse, child, stepchild, parent or other relative or person with whom one lives or has a relationship.
3. Employment*
 - 3.1 Discharge or resignation in lieu of discipline from any criminal justice occupation.

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- 3.2 Three (3) or more involuntary terminations and/or discharges from employment within the last five (5) years. This does not include terminations resulting from a business ceasing operations, or resulting from being laid off from a position of employment.
4. Military History
 - 4.1 Dishonorable discharge from military service.
 - 4.2 Conviction of any article of the Uniform Code of Military Justice that would be equivalent to a felony under the Ohio Revised Code.
5. Traffic*
 - 5.1 An OMVI conviction within five (5) years.
 - 5.2 More than one OMVI conviction as an adult.
 - 5.3 More than two (2) OMVI convictions, if one (1) of the convictions was as a juvenile.
 - 5.4 At the time of the interview or polygraph, the applicant does not possess a valid driver's license and auto insurance as required by the residence state and if the applicant owns a car.
 - 5.5 Any conviction for vehicular homicide shall permanently eliminate an applicant from consideration.
 - 5.6 Four (4) moving violations in the past three (3) years as an adult.
 - 5.7 One (1) revocation or suspension of a driver's license as an adult, in effect during the last three (3) years, due to points violation, or Financial Responsibility Act violation or by a court.
 - 5.7.1 As long as an applicant's license has been cleared and reinstated by a BMV, then court suspensions do not include suspensions resulting from an applicant's failure to timely pay a traffic fine.
6. Gambling – The term “gambling offense” shall include any activity defined as gambling by a federal, state, local statute or ordinance in the jurisdiction where the activity occurred.
 - 6.1 Conviction of a gambling offense within the last five (5) years.
 - 6.2 Admission to gambling that has resulted in an unstable financial or credit history within the last seven (7) years.
 - 6.3 Conviction of or admission to engaging in the promotion of an illegal gambling activity wherein the applicant gains a financial benefit.

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7. Criminal Activity
 - 7.1 Any pattern of theft offenses within the last five (5) years which cumulatively exceeds \$500.00.
 - 7.2 Any theft offense as an adult or within the last five (5) years which singularly exceeds \$500.00.
 - 7.2.1 This standard includes theft of cable TV service(s), if the theft occurred within the last two (2) years.
 - 7.3 Any fraudulent insurance claims or fraudulent applications for welfare, workers compensation, unemployment compensation or other public assistance programs in excess of \$500.00.
 - 7.4 Any admission or conviction of an offense as an adult defined as a felony by the federal, state or local law of the jurisdiction where the offense occurred.
 - 7.5 Any admission or conviction as a juvenile of one (1) violent felony as defined by the federal, state or local law of the jurisdiction where the offense occurred.
 - 7.6 Any conviction of an M-1 or M-2 misdemeanor as defined by the federal, state or local law in the jurisdiction where the offense occurred as an adult in the last five (5) years or more than one M-1 or M-2 conviction as an adult.
 - 7.7 Any conviction of more than one (1) M-1 or M-2 misdemeanor as defined by federal, state or local law in the jurisdiction where the offense occurred. (Does not include traffic or minor misdemeanors).
 - 7.8 Any admission of an offense for carrying a concealed weapon within the last five (5) years if it is defined as a felony by the federal, state, or local law where the offense occurred.
 - 7.9 Any pattern of theft offenses from an employer or during the course of employment as an adult.
 - 7.10 Engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility or other institution.
 - 7.11 Convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, over or implied threats of force, or coercion, of if the victim did not consent or was unable to consent or refuse.
 - 7.12 Civilly or administratively adjudicated to have engaged in activity described in 7.11, above.
8. Illegal Substances

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- 8.1 Any use or purchase of illegal drugs (except marijuana) within three (3) years before application or after application. Illegal drugs include chemical agents/solvent-based substances and prescription drugs that were prescribed for someone other than the applicant, and for which the applicant does not have a prescription, especially Schedule I, II and III drugs.
- 8.2 Any use or purchase of marijuana within one (1) year before application or at any time during the selection process.
- 8.3 Any illegal sale of drugs of abuse, marijuana or prescriptive drugs. If the substance was sold without profit to the applicant, the amount sold was de minimus, and the sales occurred when the applicant was a juvenile or more than five (5) years ago, then this section does not apply.
 - 8.3.1 The "purchase" of marijuana or other illegal drugs includes purchases made by pooling money or resources by the applicant and others for substances for their own use.
- 8.4 Failure to pass the drug screen test.
- 8.5 Refusal to take the drug screen test.
9. An applicant may be removed from the hiring process for non-responsiveness, which includes:
 - 9.1 Failure to appear for interview.
 - 9.2 Failure to appear for polygraph examination.
 - 9.3 Failure to appear for medical examination.
 - 9.4 Failure to appear for psychological examination.
 - 9.5 Failure to return the personal history questionnaire or other required documentation, or respond to phone calls or correspondence from the Sheriff's Office.
 - 9.6 Failure to provide current address or phone number.
 - 9.7 Applicant is no longer interested in employment with the Sheriff's Office.

* Employment and Traffic standards do not apply to Patrol Communications Technicians.