

EMPLOYMENT AUTOMATIC DISQUALIFIERS

A candidate who has engaged in any of the following activities will automatically be disqualified from the selection process. These disqualifiers may apply to represented and non-represented McMinnville Police Department positions.

<p>DRUG USE</p>	<ol style="list-style-type: none"> 1. Illegal sale or distribution for consideration of any drug. 2. Felony drug conviction of any kind. 3. Any use of illegal drugs while employed by a law enforcement agency. 4. Illicit drug use of Heroin, Cocaine, Methamphetamine, Steroids, PCP, LSD, Psilocybin, Fentanyl, etc. within the past 5 years. 5. Marijuana use within the past 1-year (12 months). 6. Any participation in the manufacture, sale, distribution, or transport for sale of any illegal drug with the exception of marijuana.
<p>CRIMINAL ACTIVITY</p>	<ol style="list-style-type: none"> 1. Any adult felony conviction. 2. Conviction of any crime under a domestic violence statute at any age that would prohibit one from meeting the qualifications needed to be a police officer. 3. Conviction of a sex-related crime and/or required to be registered on the Sex Offender Registry at any age. 4. Failure to disclose any arrest. <p>Any criminal activity, even activity that does not result in prosecution or conviction, that is not an automatic disqualifier will be assessed on a case-by-case basis with particular attention to adult misdemeanors while employed with a law enforcement agency.</p>

<p>SEXUAL BEHAVIOR</p>	<ol style="list-style-type: none"> 1. Engaging in the following behavior as an adult (unless the behavior was conducted in the regular course of duties as a law enforcement officer): <ul style="list-style-type: none"> • Knowingly producing, distributing, obtaining, accessing, or possessing any visual depiction of child pornography, film, video, picture, computer, or computer-generated image of a picture, whether made or produced by electronic, mechanical, or other means. 2. As a law enforcement officer knowingly obtaining or accessing sexually explicit images at work or in the workplace whether made or produced by electronic, mechanical, or other means.
<p>DRIVING RECORD</p>	<ol style="list-style-type: none"> 1. Any criminal traffic conviction in Oregon or similar offense in another state within the past five (5) years. Examples include: DUII, Reckless Driving, Negligent Driving, or Hit and Run. 2. Suspension or revocation of driver's license for traffic crimes or violations within the past three (3) years of the date of suspension or revocation. 3. Three (3) or more moving violations in the past three (3) years. 4. An attempt to elude conviction when a candidate is over 21 years of age. <p>The driving record will be carefully reviewed and any items that are not automatic disqualifiers will be assessed on a case-by-case basis.</p>

<p>MILITARY</p>	<ol style="list-style-type: none"> 1. Discharge or dismissal from any military service that is other than honorable. <p>An “uncharacterized” or “general” discharge is not an automatic disqualifier and will be assessed on a case-by-case basis.</p>
<p>FINANCIAL RECORD</p>	<p>Credit history will be thoroughly assessed with particular attention to the following:</p> <ol style="list-style-type: none"> 1. Failure to pay income tax or child support. 2. Illegal financial practices, such as embezzlement, employee theft, check fraud, income tax evasion, expense account fraud, filing deceptive loan statements, and any other intentional financial breaches of trust. 3. Bankruptcies: 1 in the past three (3) years or 2 or more in the past ten (10) years.
<p>LAW ENFORCEMENT CERTIFICATION</p>	<ol style="list-style-type: none"> 1. Previous revocation or denial of certification as a police officer or suspension of current certified status in any state.

<p>BODY MODIFICATIONS including TATTOOS</p>	<ol style="list-style-type: none"> 1. Employees of the McMinnville Police Department will be allowed to have visible tattoos or body art unless it is offensive. Offensive will be decided by the Chief of Police. Offensive forms of body art include, but may not be limited to, images or words which are sexually explicit, racially and/or sexually biased, could be viewed as discriminatory, or gang related. Visible body art on the face and neck are prohibited except for reasonable cosmetic purposes. Tattoos cannot be above the collar-bone. 2. Body piercing or alteration to any area of the body visible in any authorized uniform or attire that is a deviation from normal anatomical features and which is not medically required is prohibited except with prior authorization of the Chief of Police. Such body alteration includes, but is not limited to: <ul style="list-style-type: none"> • Tongue splitting or piercing. • The complete or transdermal implantation of any material other than hair replacement. • Abnormal shaping of ears, eyes, nose, or teeth. • Branding or scarification. 3. Exemptions: Members who seek cultural (e.g. protected hairstyle) or other exemptions to this policy that are protected by law should generally be accommodated (ORS 659A.001; ORS 659A.030). A member with an exemption may be ineligible for an assignment if the individual accommodation presents a security or safety risk. The Chief of Police should be advised any time a request for such an accommodation is denied or when a member with a cultural or other exemption is denied an assignment base on a safety or security risk.
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<p>PERSONAL CONDUCT DURING THE HIRING PROCESS</p>	<ol style="list-style-type: none"> 1. Deliberate omission, concealment, or falsification of relevant facts from any questionnaire, personal history statement, test, or any similar written document used to evaluate or determine suitability for employment with the McMinnville Police Department. 2. Deliberately providing false or misleading information concerning relevant facts to the background investigator, interview panel, or other individual acting as an agent of the McMinnville Police Department during any stage of the hiring and selection process. 3. Refusal, or failure without reasonable cause, to undergo or cooperate with any required step of the hiring and selection process, including, but not limited to, meeting with the background investigator, interview panel, examining psychologist or physician, or completing evaluative forms and releases. 4. Refusal to provide full, frank, and truthful answers to lawful questions of the background investigator, interview panel, or other individual acting as an agent of the McMinnville Police Department during any stage of the hiring and selection process.
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POINTS of CLARIFICATION:

1. Criminal Activity:

Criminal activity creates doubt about a person’s judgment, reliability, and trustworthiness. By its very nature, it calls into question a person’s ability or willingness to comply with laws, rules, and regulations, and jeopardizes the image and order of the organization. Sexual behavior that involves a criminal offense indicates a personality or emotional disorder, reflects lack of judgment or discretion, or which may subject the individual to undue influence or coercion, exploitation, or duress and can raise questions about an individual’s reliability, trustworthiness, and ability to protect public safety.

2. Sexual Behaviors:

Sexually explicit conduct at work reflects poor impulse control, reflects lack of judgment or discretion, or may subject another person to undue influence or coercion, exploitation, or duress, and can raise questions about an individual’s reliability and trustworthiness.



3. Military Involvement:

Conduct involving failure to comply with the rules, procedures, conditions, requirements, and other obligations related to a military commitment raises particular questions about an individual's reliability, trustworthiness, and good judgment in the hierarchical structure of public safety environment.

4. Financial Record:

Failure or inability to live within one's means, honor debts, and meet financial obligations may indicate poor self-control, disorganization, lack of judgment, or unwillingness to abide by rules and regulations, all of which can raise questions about an individual's reliability, trustworthiness, and good judgment. Financial burden is a significant stressor and contributes to the overall assessment of stability in an applicant.

5. Personal Conduct:

Conduct involving questionable judgment, lack of candor, dishonesty, or unwillingness to comply with rules and regulations can raise questions about an individual's reliability, trustworthiness, and decision-making. Of special interest is any failure to provide truthful and candid answers during the evaluative process (e.g., inconsistent responding across inquiries), any other failure to cooperate with the evaluative process, or other obstructive efforts

Note: When referencing periods of time relating to disqualifications, it refers to activities, actions, or events that took place before the first day of testing with the McMinnville Police Department.

DRUG USE DISQUALIFICATION MATRIX

Drug Use: Self-Reported PHQ						
Reported Activity	None	>10 yrs	5-10 yrs	1-5 yrs	0-1 yrs	Fail to disclose
1. Marijuana/Hash – ANY USE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Isolated incidents of: Illegal use of prescription drug for legitimate purpose*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Isolated incidents of: Experimental use of illicit drug; under 21 at the time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Illicit drug use – Heroin, Cocaine, Meth, Steroids, PCP, LSD, Psilocybin, etc. Illegal use of prescription drug (not meeting #2 above)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Illegal sale or distribution of marijuana, under 21 at the time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Illegal sale or distribution for consideration – Any drug (not meeting #5 above)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Note: This is not all inclusive and items not listed will be reviewed on a case-by-case basis.

FINANCIAL RECORD DISQUALIFICATION MATRIX

Equifax Credit Report: 7-year history							
<input type="checkbox"/> N/A – A credit report inquiry was not completed; it is not required for the position applied for							
Reported Activity	Number in past 7-years						ANY in past 12-months
	0	1	2	3	4	5+	
1-60 day late pay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
61-90 day late pay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
91-120 day late pay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Over 120 day late pay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Collections (paid)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Collections (unpaid)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Repossession/Charge-Offs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Judgement/Leins	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reported Activity	None	1 over 7 years ago	1, 3-7 years ago	1 in last 3 years	2 or more in last 10 years		
Bankruptcy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>If credit rating is poor, is it due primarily to hardship? <input type="checkbox"/> yes <input type="checkbox"/> no (<i>hardship is defined as unplanned and unforeseeable circumstances. Examples might include death of primary wage earner, company downsizing, loss of position, some divorces, or catastrophic events, etc. Poor credit history caused by factors of this nature will be reviewed on a case-by-case basis.</i>)</p> <p>If yes, please explain</p>							