

HIBBING POLICE DEPARTMENT

SELECTION CRITERIA

In an effort to select the most qualified candidates for employment, as well as satisfy the legal obligation to consider applicants equally and fairly, formalized criteria for applicants rejection will be used by the Hibbing Police Department. **The criteria are recommended guidelines only.** However, any decision to not follow a rejection guideline must be supported by an explanation sufficient to mitigate the need for rejection.

The following elements in a Peace Officer applicant's background, discovered by interview or investigation will result in rejection of the applicant. Please fill out by checking the appropriate box in front of each question, yes or no as it applies. This must be completed and returned by the applicant along with your Application for Employment.

1. **YES [] NO []**. Conviction of a felony in this state or an offense in another state which would be a felony if committed in this state.
2. **YES [] NO []**. Conviction of an offense involving moral turpitude. Moral turpitude is described as a gross violation of standards of moral conduct, vileness. An act involving moral turpitude is considered intentionally evil, making the act a crime.
3. **YES [] NO []**. Conviction of any offense involving the unlawful use, sale, manufacture, production or possession of a controlled substance.
4. **YES [] NO []**. Conviction of any offense involving the unlawful use, sale, manufacture, production or possession of prescription drugs.
5. **YES [] NO []**. Conviction of a D.U.I. within the previous five years or two D.U.I's in the previous ten years or three D.U.I. convictions in a life time from the date of application.
6. **YES [] NO []**. Has a criminal proceeding pending or is under investigation for a crime.
7. **YES [] NO []**. Has a documented history of physical violence or has been convicted of a crime of "Domestic Violence" as defined by U.S.C. 921 (a)(33)(A).
8. **YES [] NO []**. Dismissal from a Police Agency or negotiated resignation in lieu of termination.

9. **YES** [] **NO** []. Maintains an ongoing relationship with individual(s) who have been convicted of felony crimes and who are reputed to be involved in recent or current felonious activity.
10. **YES** [] **NO** []. Any violations of public trust while previously employed in law enforcement or other public service.
11. **YES** [] **NO** []. A recent or current affiliation with, and/or support of any organization or group which advocates the violent overthrow of the state or of the United States government, or whose professed goals are contrary to the interest of public safety and welfare.
12. **YES** [] **NO** []. Any illegal use of a controlled substance within the listed time limits preceding the date of application.
 - a. Marijuana 3 years
 - b. All others 5years
 - c. Hallucinogens or
Experimental drugs Never
13. **YES** [] **NO** []. Evidence that the applicant has willfully provided false or misleading information during the application process, in his/her written application or Personal History Statement to include leaving information out of the PHS by the applicant in order to hide unfavorable information, or has cheated during any testing in the application process.
14. **YES** [] **NO** []. Any conclusion by oral interview panel that the applicant is unsuited for police work.
15. **YES** [] **NO** []. Commission of an undiscovered felony.
16. **YES** [] **NO** []. Conviction of a gross misdemeanor in this state or an offense in another state which would be a gross misdemeanor if committed in this state.
17. **YES** [] **NO** []. Conviction of an offense resulting in incarceration.
18. **YES** [] **NO** []. Has a drivers license suspended, revoked or canceled within the last three years, or has had two or more suspensions, cancellations or revocations.
19. **YES** [] **NO** []. Three or more hazardous moving violations preceding the date of application.
20. **YES** [] **NO** []. Fraudulent use of unemployment or sick leave benefits in the previous ten years.

21. **YES** [] **NO** []. Prior termination for cause from a law enforcement agency.
22. **YES** [] **NO** []. Separation from a branch of the United States Armed Forces under less than “Honorable” conditions, or has separated has separated honorably from the Armed Forces for reasons of unsuitability or misconduct.
23. **YES** [] **NO** []. Unfavorable recommendations from past or present references, employers, creditors or landlords.
24. **YES** [] **NO** []. A conclusion by any physician, psychiatrist or philologist which questions the applicant suitability to perform the duties of a peace officer.
25. **YES** [] **NO** []. Any other factor, or combination of factors, which would limit or prohibit the applicant from functioning successfully as a member of the department of motor vehicles and public safety or which would be detrimental to the department.
26. **YES** [] **NO** []. More than two (2) “At Fault” motor vehicle accidents in the past two (2) years.