



# CITY OF McCALL POLICE DEPARTMENT

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## Eligibility Requirements for Police Employment

The following criteria will eliminate prospective candidates from employment consideration with the McCall Police Department:

**1. Misdemeanor Conviction** – A misdemeanor conviction of any federal, state, or local crime may be grounds for rejection of the applicant.

a. An applicant shall be rejected who has been convicted of any misdemeanor sex crime, crime of deceit, or drug offense unless the conviction occurred more than five (5) prior to the application.

b. An applicant shall be rejected who has been convicted of a DUI during the two (2) years immediately preceding application. If the conviction occurred more than two (2) years prior to the application, the applicant may be accepted if the Chief of Police agrees to petition the POST Executive Director for a waiver.

c. An applicant with any other misdemeanor conviction may be accepted upon the approval of the POST Executive Director provided the conviction occurred more than two (2) years prior to the application and the Chief of Police, with knowledge of the facts and circumstances concerning the offense or violation, recommends approval.

**2. Felony Conviction** – An applicant shall be rejected who has been convicted of any felony crime. A felony conviction shall continue to be a felony conviction regardless of whether the conviction is later reduced to a misdemeanor conviction under Section 19-2604, Idaho Code, or any other comparable statute or procedure.

**3. Acts Committed either Detected or Undetected**

a. Any prior detected acts, which, if detected, would have constituted a misdemeanor or felony, will be evaluated on a per incident basis using criteria including, but not limited to, the nature of the act, severity of the act, and time frame of the act. The circumstances of these incidents should be sufficiently documented in the Personal History Statement.

b. Any prior detected acts which constituted a misdemeanor or felony but where an arrest and/or conviction did not occur, will be evaluated on a per incident basis using criteria including, but not limited to, the nature of the act, severity of the act, and the time frame of the act. The circumstances of these incidents should be sufficiently documented in the Personal History Statement.

**4. Military Record** – Any discharge of other than honorable from the military service will disqualify the applicant.

**5. Traffic Record** – a. An applicant with a record of driver's license suspension in any jurisdiction, or a driving without privileges conviction or an equivalent conviction in any other

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jurisdiction, may be accepted upon approval of the POST Executive Director provided the suspension concluded or conviction occurred more than two (2) years prior to the application and the Chief of Police, with the knowledge of the facts and circumstances concerning the suspension or conviction, recommends approval. b. Where the applicant's driving record discloses the commission of five (5) or more moving traffic offenses during the three (3) years immediately preceding the application.

**6. Use of Narcotics and Drugs** –An applicant is ineligible if they have used, illegally purchased, or illegally possessed marijuana, cannabis, hashish, hash oil, or THC in synthetic and natural forms, whether charged or not, if such use occurred: a. Within one (1) year immediately preceding application; b. While employed as a law enforcement officer, in a prosecutorial position, or in a position of public safety, regardless of when the use occurred.

An applicant shall be ineligible who has used illegal narcotics and/or unlawful use of prescription drugs within three (3) years preceding the application.

An applicant is ineligible if he, while eighteen (18) years old or older, violated any provision of the Idaho Uniform Controlled Substances Act, Section 37-2701 et seq., Idaho Code, whether charged or not, that constitutes a felony, or of a comparable statute of another state or country, if the violation occurred.