

BELLEVUE POLICE DEPARTMENT

The following standards apply to all candidates for Police Officer:

Honesty / Integrity

Honesty and Integrity are essential traits for a successful career in Law Enforcement. Any false statements, lack of candor, cheating, or failure to fully divulge requested information will result in immediate disqualification from the hiring process.

Minimum Requirements

- Be at least 21 years of age.
- Be a US citizen with the ability to read and write the English language.
- Provide proof of high school diploma or a GED certificate.
- Provide proof of 90 quarter hours or 60 semester hours from an accredited college or a minimum of 3 years experience as a full time commissioned Police Officer or a minimum of 4 years active duty military experience.
- Obtain a valid Washington State Driver's License prior to being hired.
- Successfully pass a background investigation that includes a complete criminal records check, a polygraph examination, and a psychological examination.
- Satisfactorily complete a medical examination per the Public Safety Civil Service Commission standards.
- Restrictions on body decorations-Police officers are expected to maintain personal grooming that presents a professional law enforcement image. By policy, visible body decorations such as: tattoos, brands, body art, or intentional mutilation shall be covered while on duty. The following body decorations are prohibited: Split or forked tongues; foreign objects inserted under the skin to create a design or pattern; enlarged or stretched out holes in the ears; dental ornamentation; and visible piercings other than those in the ear(s) that present a professional image.

AUTOMATIC DISQUALIFIERS

Drug Use

Please note that the use of illegal drugs and the illegal use of prescription drugs, referred to in this acknowledgement, means the use, possession, or distribution of drugs which is unlawful under the provisions of the Uniform Controlled Substances Act in this state or its equivalent in any other jurisdiction.

The following drug use (or distribution of) will be disqualifying:

- Any use of illegal drugs while employed by a law enforcement agency.

- Any use of illegal drugs by free-basing or needle injection.
- Any illegal use of methamphetamines.
- Any participation in the manufacture, selling, offering to sell, distribution or transporting for sale any illegal drugs/narcotics.
- Any use of hallucinogenic drugs (mushrooms, LSD, PCP, etc.) within the past ten (10) years.
- Use of marijuana/hashish over 25 times within the past ten (10) years.
- Any illegal use of powder cocaine within five (5) years.
- Any other illegal drug use or pattern of prescription drug abuse within three (3) years.

Criminal Violations

The following will be disqualifying:

- Any adult felony conviction.
- Any juvenile felony conviction within the past five years.
- Any misdemeanor conviction for a crime involving moral turpitude.
- Commission of any crime of violence, including domestic violence.
- Commission of any sexual offense within the past five years.
- Any conviction of a felony crime at any time while employed in any capacity with a Law Enforcement Agency (including volunteer, intern, and reserve positions).
- Any single theft of property or money in excess of \$100 value within the past five years.

Traffic Record

Traffic violations that will be disqualifying:

- Any criminal traffic conviction within the past 5 years. Violation examples include: Driving Under the Influence (DUI), Reckless Driving, Negligent Driving, or Hit & Run Driving.
- Suspension or revocation of your driver's license (for any traffic violations) within five (5) years of the date of application.

Financial Record

Any willful failure to pay income tax or court ordered child support is disqualifying.

POTENTIAL DISQUALIFIERS

Criminal Relationships

Applicant maintains an on-going relationship with individuals who have been convicted of felony crimes and/or who are reputed to be involved in recent or current felonious activity.

Criminal Violations

An applicant's criminal record, including all arrests, prosecutions, deferred prosecutions, "Alford" pleas, and non-conviction information will be thoroughly assessed and may be grounds for disqualification.

Potential Disqualifiers include:

- Commission of a felony crime (non-conviction).
- Applicant has criminal proceedings pending or is under investigation for a crime.
- Applicant has been involved in significant misdemeanor activity.
- Applicant's history shows a pattern of thefts.

Driving Record

Applicant's driving record shows a continuing and/or recent pattern of poor decision making.

Employment Record

An applicant's employment history, including a pattern of unexcused absences, discipline, any terminations, or leaving an employer in lieu of termination, will be thoroughly assessed and may be grounds for disqualification.

Financial Record

An applicant's credit history, including excessive credit card debt or unresolved accounts in collection will be thoroughly assessed and may be grounds for disqualification.

Military Experience

Must have been discharged from the Military under honorable conditions.