



# HIRING STANDARDS

## **YOU CANNOT BE A CITY OF RICHLAND POLICE OFFICER IF:**

- You do not possess or cannot obtain a valid Washington State driver's license.
- You are not 21 years old at the time application is submitted.
- You are not a U.S. citizen, a lawful permanent resident, or a deferred action for childhood arrivals recipient as required by RCW 41.12.070.
- You cannot read and write the English language, as required by RCW 41.12.070.
- You have been convicted of Driving under the Influence (DUI) within the past five (5) years, or have two (2) or more DUI convictions. A diversion or similar action (First Degree Negligent Driving) is the same as a conviction.
- You have been convicted of any felony charges – traffic or criminal.
- You have been convicted of any crime involving lying, theft, or betrayal of public trust.
- You have been dishonorably discharged from the armed services.
- You have been convicted of a domestic violence related crime, which precludes you from possessing a firearm.
- You do not successfully pass a pre-employment polygraph, psychological, or cannot be medically certified for the position, with or without a reasonable accommodation (medical only).

## **YOU ARE NOT LIKELY TO BE HIRED AS A RICHLAND POLICE OFFICER IF:**

- You have been involved in significant and/or recent misdemeanor activity.
- Your financial affairs or personal life shows a history of poor judgment and refusal to confront problems. (Example: Nonpayment of child support, ignoring overdue bills, etc.)
- You have recently, or are currently, misrepresenting yourself or ignoring any laws. (Example: Not paying taxes, using a false address for school tuition purposes, etc.)
- Your traffic history shows a continuing and/or recent pattern of poor decision making.
- You have a pattern of involvement with illegal drugs.
- Your work history shows a pattern of unexcused absences, discipline, discharge, or the inability to work in a dynamic, high-stress environment.
- People who know you have doubts about your honesty, integrity, or character.

*Applicants are also cautioned that government clearances or success in other fire agency selection processes are not a guarantee of success in the process. This list is not all-inclusive and is intended only as a general guideline.*

## **DRUG USAGE STANDARDS**

Evaluating prior drug use by an applicant for the Richland Police Department revolves around the experimental versus the habitual user. Rather than immediately disqualifying an individual for prior drug use, the police department tries to distinguish between the individual who has used marijuana or other drugs on several occasions (experimented), as opposed to a person who has regularly used drugs over an extended period of time (habitual).

Various factors may be taken into consideration when evaluating prior drug use by an applicant and evaluated on a case-by-case basis. Factors to be considered when determining eligibility include the type of substance used, frequency of use, if the use was experimental, and how recent the usage was. Experimental use is considered usage to determine the effects of a drug.

Another factor that may be considered is whether the prior drug use was self-disclosed by the applicant or discovered during the background investigation.

*If at any point, the applicant is determined to meet any of the following disqualifiers, the application process for that individual may be terminated at the discretion of the Chief or designee.*

- Possession or use of marijuana within the last six (6) months.
- Use of non-prescribed oral or injectable steroids within the last three (3) years.
- Abuse of inhalants within the last five (5) years. Examples include, but are not limited to, paint, paint thinner, Freon, nitrous oxide, and gasoline.
- Possession or use of illegal controlled substance within the last ten (10) years. Examples include, but are not limited to crack/cocaine, Ketamine, GHB, Rohypnol, MDMA (ecstasy), Hallucinogens (PCP, Angel Dust, LSD, and Mushrooms), Opium, Morphine, Heroin, and Methamphetamine/ Amphetamine.
- Use of any illegal drugs after submitting an application with any law enforcement agency within the last five (5) years.
- Involvement in the illegal manufacture, sale, delivery, or furnishing of any controlled substance or drug to another with the expectation that a personal benefit would be received as a result of the actions – **Permanent disqualification.**
- Use of illegal drugs while employed in a criminal justice and/or law enforcement capacity – **Permanent disqualification.**
- Habitual use of any illegal drug and/or marijuana – **Permanent disqualification.**