

<b>DOUGLAS COUNTY SHERIFF'S OFFICE</b>		<b>Policy and Procedure</b>
<b>General Administration</b>		<b>P&amp;P-A-104</b>
<b>Employment and Selection</b>		
Effective Date: 01-05-16 Supersedes: 12-02-15	Approval: Sheriff	Number of Pages: 2
References: 24-31-305 CRS, 24-76.5-103 CRS	Reevaluation Date: Annually	Standards: CALEA 32.1.1, 32.1.2, 32.2.6, 32.2.7 COM 4.2.1, 4.3.6 ACA 4-ALDF-7B-03, 7B-04, 7E-01

## I. POLICY

It is the policy of this Office to recruit, select, appoint or employ those persons who successfully meet the selection procedures and standards to ensure the most qualified candidates available fill vacancies. All such employment or appointments will be determined without regard to race, creed, sex, national origin, age, or disability. Certain positions within the sheriff's office may require a physical examination of the potential employee. The physician shall be selected by the sheriff's office. This examination will be paid for by the sheriff's office. <7B-03><7B-04><7E-01>

## II. PRE-SELECTION STANDARDS

### Commissioned Personnel

Must:

- Be a U.S. Citizen or legal permanent resident who is lawfully present in the United States pursuant to Federal Law and §24-76.5-103 C.R.S.
- Be at least 21 years of age.
- Possess a Colorado Driver's License at time of employment.
- Be a high school graduate or possess a GED certificate.
- Pass polygraph, psychological, medical and physical ability examinations. The results of a polygraph examination will not be used as the sole determinant of rejection of an applicant. <32.2.6>
- Meet all requirements under Colorado Peace Officer Standards and Training Rules, including, but not limited to: Must not have been convicted of a crime which is a felony under State or Federal law; or any listed misdemeanor under 24-31-305(1.5) C.R.S. This includes expunged and sealed records.
- Possess a Basic Peace Officer Certificate from Colorado POST.
- Be able to perform all essential functions of the position.

### Clerical and Non-Commissioned Personnel

Must:

- Be able to pass qualifying examinations and background investigation.
- Pass polygraph, psychological, and/or medical examinations as required. The results of a polygraph examination will not be used as the sole determinant of rejection of an applicant. <32.2.6><COM 4.3.6>
- Not have any felony convictions under State or Federal law. This includes expunged and sealed records.
- Be a high school graduate or possess a GED certificate.
- Have the specified minimum level of experience as required.

## III. REJECTION OF CANDIDATES

A candidate for examination or appointment may be rejected from further consideration under the following conditions:

- Candidate is not qualified for the position.
- Candidate does not meet or complete standards or requirements of the applicable subsection in Section II above.
- Candidate has a record of unsatisfactory employment.
- The candidate has been convicted of a felony crime or any crime that would preclude the applicant from effectively performing the duties of the position applied for. This includes expunged and sealed records.
- The applicant has practiced or attempted to practice deception or fraud in any portion of the selection process.
- The candidate is a 'current' user of illicit drugs. 'Current' use is any use of illicit drugs within 3 years of the date of application or polygraph examination. This includes the use of drugs prescribed to another person. Although it is otherwise legal in the State of Colorado, this also includes the use of recreational and medical marijuana.
- The candidate is unable to perform the 'essential job functions' of the position sought without unreasonable accommodation. This will be decided on a case-by-case basis.
- Other circumstances which indicate the applicant to be unfit for the employment sought.

#### **IV. SELECTION PROCEDURES**

The selection process for individual positions varies. Applicants will be advised in writing of the specific selection process steps for the position they applied for when the Office acknowledges receipt of their application. <32.1.1><COM 4.2.1>

By Order of the Sheriff