



# SHERIFF KOOTENAI COUNTY



SHERIFF **ROBERT B. NORRIS**

UNDERSHERIFF **BRETT A. NELSON**

## SCREENING FORM

### **YOU WILL NOT BE ELIGIBLE TO BE AN EMPLOYEE OF THE KOOTENAI COUNTY SHERIFF'S OFFICE IF:**

1. You are not at least 21 years of age. (Deputy Sheriff applicants only)
2. You do not possess or cannot obtain a valid driver's license. (For positions that require.)
3. You have not graduated from an accredited high school, or do not hold a GED.
4. You do not have the minimum responsible work experience following high school graduation as required for the position in which you are applying for.
5. You are not a citizen of the United States. (Deputy Sheriff and Emergency Communications Officer applicants only)
6. You have been dishonorably discharged or received a bad conduct discharge from the military.
7. You have been convicted of D.U.I. within the past three (3) years or have two (2) or more D.U.I. convictions in your lifetime. A diversion or reduction to lesser charge or withheld judgment is the same as a conviction.
8. You have four (4) or more moving violations in the three (3) years preceding the application.
9. You have been convicted of any felony charges, traffic or criminal.
10. You have been convicted of any misdemeanor charges in the past three (3) years.
11. You have used or possessed any illegal drug in the past five (5) years with the exception of marijuana. Please see drug use standards.
12. You have EVER manufactured, sold, offered to sell, distributed, or transported, for sale or use, any illegal drugs/narcotics.
13. You have been convicted of any crime involving false swearing.
14. You do not successfully pass a Department polygraph or you cannot be certified medically by Department physicians.
15. You are not free of any physical, emotional, behavioral, or mental conditions which might adversely affect performance of a peace officer or emergency communications officer as determined by a medical and psychological exam. (Deputy Sheriff and Emergency Communications Officer applicants only)
16. You have been convicted of a crime or have been found to be mentally incompetent in any jurisdiction, including domestic violence related crimes, which precludes you from possessing a firearm. (Deputy Sheriff applicants only)
17. You do not meet minimum medical, vision and hearing standards as required by P.O.S.T. (Deputy Sheriff Applicants only)
18. You cannot pass a physical agility test. (Deputy Sheriff Applicants only)
19. You do not possess good moral character as determined by a background investigation.

### **YOU ARE NOT LIKELY TO BE ELIGIBLE TO BE AN EMPLOYEE OF THE KOOTENAI COUNTY SHERIFF'S OFFICE IF:**

1. Your traffic history shows a continuing and/or recent pattern of poor decision making.
2. 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.)
3. You have a pattern of involvement with illegal drugs.
4. Your work history shows a pattern of unexcused absences, discipline or discharge.
5. You have recently or are currently misrepresenting yourself or ignoring any laws. (Example: Not paying taxes, using a false address for school tuition purposes.)
6. People who know you have doubts about your honesty, integrity, or character.
7. You have been involved in any significant misdemeanor activity.
8. You have had your license suspended within the last ten (10) years.
9. You have received an administrative discharge of "General under Honorable Conditions" or an "Uncharacterized" discharge from the military.

**DRUG USAGE STANDARDS:**

The Kootenai County Sheriff's Office will use the following guideline for rejection.

**ANY USE OF ILLEGAL DRUGS FALLING UNDER THE FOLLOWING CATEGORIES WILL RESULT IN AUTOMATIC REJECTION:**

1. Any illegal drug use within the last five (5) years with the exception of marijuana.
2. Use of marijuana / THC, regardless of its form or method of ingestion, within the last three (3) years. \*This prohibition includes the use of cannabis, hashish, hash oil, and THC in both synthetic and natural forms. (IDAPA 11.11.01-055-01-d)
3. Any illegal use of amphetamines / methamphetamines within ten (10) years.
4. Any use of heroine within ten (10) years.
5. Any illegal opiates / narcotics or abuse of prescribed opiates / narcotics within five (5) years.
6. Any use of hallucinogenic drugs (mushrooms, LSD, PCP, etc.) within ten (10) years.
7. Illegal use of cocaine, regardless of its form or method of ingestion, within the last seven (7) years.
8. Participating in the manufacturing, selling, offering to sell, distribution or transporting for sale any illegal drugs/narcotics, regardless of the time frame.
9. Use of illegal drugs while employed by a law enforcement agency regardless of the time frame.
10. Use of non-prescribed steroids, regardless of form or method of ingestion, within the last five (5) years.

**YOU MAY BE REJECTED TO BE AN EMPLOYEE OF THE KOOTENAI COUNTY SHERIFF'S OFFICE IF:**

1. You have ingested, inhaled, injected or absorbed any substance with the intent to alter your mental state or create a physiological change.
2. You may be rejected if you have unlawfully used any prescription drug or a legally obtainable controlled substance within the past three (3) years.