

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.**

PART 1 - Minimum Requirements

- Be at least 21 years of age.
- Be a US citizen with the ability to read and write the English language.

Education Requirement with exemptions

- 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 with honorable discharge or military reserve with over 180 days of continuous activation by presidential order.
- 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.

Vision Requirement - Applicant must have vision correctable to 20/20 in the better eye and 20/30 in the lesser eye. Applicants wearing eyeglasses or hard contacts must have uncorrected vision no worse than 20/200 in each eye. Applicants wearing soft contacts must be able to:

- provide verifiable documentation that soft contacts have been worn regularly for at least one (1) year prior to application
- meets minimum vision acuity standards with soft contact lenses, and
- there are no indications of corneal damage, or conditions of the eye which might require discontinuation of soft contact use

Body Decoration - 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.

PART 2 – 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 include:

- 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 employment application.

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

PART #3 - 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:

- Applicant has committed any felony crime (undetected or 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.