



SHERIFF KOOTENAI COUNTY



SHERIFF **ROBERT B. NORRIS**

UNDERSHERIFF **BRETT A. NELSON**

SCREENING FORM

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

1. You are not at least 18 years of age. (Patrol Deputy applicants must be at least 21).
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 or high school equivalency, or have not completed a minimum of fifteen (15) credits at an accredited college.
4. You do not meet the minimum requirements for the position as stated on the job description.
5. You are not a citizen of the United States. (Deputy and Emergency Communications Officer applicants only)
6. You have been dishonorably discharged or received a bad conduct discharge or dismissal from the military.
7. You have been convicted of a misdemeanor crime involving domestic violence (for Deputy applicants) or if the conviction occurred in the past five (5) years.
8. You have been convicted of D.U.I. within the past two (2) years or have two (2) or more D.U.I. convictions in the past five (5) years. A diversion or reduction to lesser charge or withheld judgment is the same as a conviction.
9. You have been convicted of a misdemeanor drug-related offense in the past one (1) year.
10. You have been convicted of any felony charges, traffic or criminal as an adult.
11. You have been convicted of any misdemeanor sex crimes or crimes of deceit in the past five (5) years.
12. You have any physical, emotional, behavioral, or mental conditions that might adversely affect performance of a peace officer as determined by a medical and psychological exam. (Deputy and 911 applicants only)
13. You have been convicted of a crime or have been found to be mentally incompetent in any jurisdiction, which precludes you from possessing a firearm. (Deputy applicants only)
14. You do not meet minimum medical, vision and hearing standards. (Deputy applicants only)
15. You cannot pass a physical agility test. (Deputy applicants only)
16. You do not possess good moral character as determined by a background investigation.
17. You have had a law enforcement or similar certification revoked or refused in Idaho or any other jurisdiction.

YOU MAY NOT 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. You have been involved in any significant misdemeanor activity.
7. You have been convicted of a willful concealment or petit theft.
8. You have been convicted of any misdemeanor offense within five (5) years of application.
9. You have been convicted of one (1) or more misdemeanor DUI offenses within five (5) years of application.
10. You have had your license suspended within the last five (5) years.
11. You have received an administrative discharge of "General under Honorable Conditions" or an "Uncharacterized" discharge from the military.
12. You have five (5) or more moving violations in the three (3) years preceding the application.
13. Juvenile felony convictions will be reviewed on a case-by-case basis.

DRUG USAGE STANDARDS:

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

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

1. Use of Marijuana / THC, regardless of its form, within the last one (1) year. *This prohibition includes the use of cannabis, hashish, hash oil, and THC in both synthetic and natural forms. (I.D.A.P.A. 11.11.01-055-03)
2. Any illegal use of any Schedule I through Schedule VI controlled substance (with the exception of marijuana) within the last three (3) years, to include but not limited to:
 - a. Amphetamines / Methamphetamines
 - b. Heroin
 - c. Illegal use of opiates / narcotics or abuse of prescribe opiates / narcotics
 - d. Cocaine
 - e. Hallucinogenic drugs (PCP, LSD, Mushrooms, etc.)
 - f. Non-prescribed steroids (regardless of form or method of ingestion)
3. Participating in the manufacturing, selling, offering to sell, distribution or transporting for sale any illegal drugs/narcotics, within the past five (5) years.
4. Use of illegal drugs while employed as a law enforcement officer, in a prosecutorial position, or in a position of public safety, regardless of when the illegal use occurred.
5. Use of non-prescribed steroids, regardless of form or method of ingestion, within the last three (3) years.

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

1. You may be rejected if you have unlawfully used any prescription drug or a legally obtainable controlled substance within the past three (3) years.