



Automatic Disqualifiers for WARCOG 911 Dispatcher Candidates

General Statement:

The following is a list of behaviors or criminal offenses which will disqualify a candidate from employment as a WARCOG 911 Dispatcher. This list is not intended to be an exhaustive list, but rather give a prospective candidate a general idea of what will disqualify them as a candidate in the hiring process.

All Dispatchers are required to obtain and maintain certification in the Law Enforcement Automated Data System (LEADS) as a condition of employment. Certain criminal or misdemeanor offenses in addition to those listed below may preclude a candidate from gaining LEADS access.

Drug Use:

- Use of any drug or prescription medication that is considered a controlled substance under the Ohio Revised Code--*without a prescription*--within 5 years of the application date.

Please see the additional exceptions noted below:

- Use of cocaine, inhalants, designer drugs, or hallucinogens within 5 years of the application date.
- Any illegal manufacture, sale, distribution, or delivery of any drug, including marijuana or prescription drugs after the age of 18.
- Any illegal use or purchase of steroids (oral or injected) within 3 years of the application date.
- Any illegal use or purchase of marijuana within 2 years of the application date.
- Use *at any time* of methamphetamine, heroin, crack cocaine, PCP, opium, morphine, fentanyl, or any injected controlled substance will be an automatic disqualification.



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Driving Record:

- Any OVI conviction, diversion, expungement, or breath test refusal in the past 3 years.
- More than one (1) OVI conviction.
- Any driver's license suspension in the last 2-years, not including an FRA suspension.

Credit History:

Applicants who demonstrate unstable credit practices.

- This includes a consistent history of issuing insufficient checks, a history of delinquent payments, or a failure to meet financial obligations. An applicant's credit history will be reviewed on a case-by-case basis to determine his/her continuing eligibility in the hiring process.

Work History:

Applicants who do not demonstrate maturity, dependability, integrity, and good work ethic in their past and present employment.

- When reviewing an applicant's employment history from the age of 18 to the present day, there must be no indications of instability in their employment history; including excessive tardiness or absenteeism, inefficiency, failure to follow directions, policies, procedures, rules, and regulations, poor working relationships, or negligent work habits.



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Criminal History:

- Any pattern of theft offenses within the last 5 years, which cumulatively exceeds \$1,000.00.
- Any theft offense within the last 5 years, which by itself would be classified as a felony.
- Any fraudulent insurance claim or fraudulent applications for welfare, worker's compensation, unemployment compensation, or other public assistance programs.
- Since the age of 18, any admission or conviction of an offense that is defined as a felony by the federal, state, or local law in the jurisdiction where the offense occurred.
- As a juvenile, any admission or conviction of an offense that is a violent felony as defined by the federal, state, or local law in the jurisdiction where the offense occurred.
- Any conviction, within the past 3 years as an adult, of an M-1 or M-2 misdemeanor as defined by the federal, state, or local law in the jurisdiction where the offense occurred,
- Or, more than one M-1 or M-2 conviction as an adult or juvenile. (Does not include traffic or minor misdemeanors.)
- Any admission of an offense for illegally carrying a concealed weapon within the last 5 years, if it is defined as a felony by the federal, state, or local law in the jurisdiction where the offense occurred.
- Any pattern of theft from an employer during the course of employment.
- Reduction of charges, as a result of a plea agreement or other forms of sentencing disposition, prior to a conviction in any of the aforementioned criminal and driving history categories.



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Tattoos, Piercings, and Body Modification:

While 911 Dispatchers generally work “behind the scenes,” they are expected to maintain a professional appearance; especially at times when they are required to interact with the public. The following is a list of tattoos, piercings, and body modifications that *may* disqualify a candidate from further consideration; however, each candidate will be considered on a case-by-case basis. Under certain circumstances, a candidate may be asked to cover certain tattoos or piercings while at work.

- Any visible tattoo located on the hands, neck, face, scalp, or head;
- Or, any visible tattoo that is deemed to be offensive.
- Certain piercings or body mutilations including extreme ‘plug’ or ‘gauge’ style ear stretchers.

Other:

- The dishonorable discharge from any military service.
- Untruthfulness and/or intentional withholding or omission of information on any application, interview, or paperwork associated with this position.
- Any history of racist, sexist, homophobic, or other offensive behavior or social media postings.
- Any deviant sexual behavior.