



**Candidates should review and verify they meet all the Snohomish County 911 Selection Standards prior to proceeding with the application process.**

Snohomish County 911 may elect to stop the background process at any time if you have failed to validate your personal and professional history meets Snohomish County 911's Selection Standards.

## **SELECTION STANDARDS**

**Required traits and qualifications:** You must be able to demonstrate that you have a work and personal background consistent with the following Snohomish County 911 requirements:

- A positive work history, including good attendance.
- A strong work ethic and a high level of integrity
- A track record of acting in a manner appropriate for a representative of the public safety community
- The ability to maintain public trust
- A demonstrated ability to work as part of a team and to maintain effective working relationships with coworkers and superiors.
- The ability to respond appropriately to stress, and to maintain emotional control while in stressful situations.
- An established pattern of honest and ethical behavior in both professional and personal settings, and a history of acting with the highest integrity.
- Accountability and a willingness to accept personal responsibility.
- Good judgment and common sense.
- A positive and constructive attitude.
- A willingness to be patient, non-judgmental, and accepting of other people, and a desire to serve and help people regardless of their identity or beliefs.
- The ability to be flexible, listen to others, and accept constructive criticism.
- Self-motivation and the ability to work with little or no supervision.
- Adaptability and appropriate responsiveness to change.
- A personal and professional showing of behavior appropriate for a representative of a government agency engaged in public safety.

**Disqualification from Consideration for Employment:** The following are some examples of history that may disqualify you from employment with a public safety agency.

- 1) Drug Use** – Periodically, applicants have experimented with and/or casually used drugs, including illegal drugs and the illegal use of prescription drugs, at some point in the past. Any such use in violation standards stated below will disqualify an applicant from consideration.
- No injection of illegal drugs regardless of time frame.
  - No use/possession of any illegal drug, including those federally defined under Schedule I & II (with the exception of marijuana) in the last ten (10) years.
  - No use/possession of marijuana/hashish within the last one (1) year, whether recreational or medicinal.
  - No use/possession of unlawfully prescribed stimulants, depressants, intoxicants, or other similar drugs not legally prescribed to you, in the last ten (10) years.
  - No use/possession of any other illegal drugs or experimental intoxicants within the last ten (10) years, including but not limited to “club” drugs such as Ketamine, GHB, Rohypnol, MDMA (ecstasy), or other drugs not listed here.
  - No use of inhaled aerosols such as huffing (paint), whippits (nitrous oxide), sniffing (glues, solvents), or Khat within the last five (5) years.
  - No use of hallucinogens, heroin, crack, meth, angel dust or similar illegal drug over three (3) times.
  - No participation in the manufacture, selling, offering to sell, distribution or transportation for sale of any illegal drugs/narcotics, regardless of timeframe.

Please note that use of illegal drugs and the illegal use of prescription drugs means the use of one or more drugs, the possession or distribution of which is unlawful under the Uniform Controlled Substances Act.

- 2) Criminal Activity** - 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 from employment. The following will be disqualifying:

- Any adult felony conviction.
- Any misdemeanor or felony conviction while employed in a criminal justice and/or law enforcement capacity.
- Any domestic violence conviction.

**3) Other Disqualifying Criteria**

- The candidate does not meet the minimum qualifications required for the position.
- The candidate received a dishonorable discharge after serving with a branch of the United States military.

- The candidate is in the United States unlawfully or otherwise has his or her immigration, naturalization, or status as a United States citizen in question by the United States government.
- The candidate falsified his or her application, personal history questionnaire or any other forms, failed to disclose pertinent information, or lied during any stage of the hiring process.
- The candidate failed to disclose or acknowledge involvement in illegal conduct (both past and present), or associations with known felons.
- The candidate has unprofessional or inappropriate work history, including a history of poor attendance, or poor conduct, misbehavior or inappropriate interactions with coworkers, supervisors, managers, customers, or the public.
- The candidate is presently the subject of any domestic violence-related protection order, restraining order, or other associated court order.
- The candidate failed to appear or participate in any scheduled oral interview, psychological examination, or other component of the hiring process.
- The candidate failed to respond appropriately to requests for information during the background process.
- The candidate distorted or misrepresented information provided or discovered during the background process or provided intentionally misleading information.
- The candidate expresses, either verbally or in writing, they are not able to meet the essential functions of the position, including working the hours required of the position, with or without a reasonable accommodation.

**Initial the following:**

\_\_\_\_\_ I have reviewed the required traits and qualifications section and can demonstrate I have a work and personal history consistent with the requirements.

\_\_\_\_\_ I have reviewed the disqualifying criteria section and I do not have a work or personal history that would automatically disqualify me from employment in public safety.

\_\_\_\_\_ I do not have any drug or criminal criteria that would automatically disqualify me from public safety employment.

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**Signature**

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**Date**