

## **POLICE OFFICER MINIMUM QUALIFICATIONS:**

- Must be at least 20 years of age to apply (21 years of age by academy graduation)
- Must have a high school diploma or passed the GED
- Must be a US citizen or;
- Be a permanent resident alien who, in accordance with the requirements of the USCIS, are eligible and who have applied for citizenship (proof is required prior to taking the police exam).  
*\*Application for waiver of minimum qualifications (citizenship) must be obtained and approved by DCJS to be hired as a police officer*
- Must possess or be able to obtain a Virginia Operator's License by date of employment
- Must not have been convicted of a DUI within the past three (3) years
- Must pass written and physical agility test
- Must pass in-depth background investigation
- Must pass all pre-employment tests, including a polygraph, psychological assessment, medical exam and drug screen

## **AUTOMATIC EMPLOYMENT DISQUALIFIERS:**

- Felony convictions
- Conviction of any crime of moral turpitude, such as lying under oath, falsifying any official documents, or petit larceny
- Misdemeanor convictions of any crime involving domestic violence, or sex offenses
- Misdemeanor convictions or involvement in illegal financial practices such as embezzlement, employee theft, check fraud, or income tax evasion
- Any criminal traffic DUI or hit & run conviction within last 3 years
- Two or more criminal traffic DUI convictions in applicant's lifetime
- Illegal use of marijuana within the last year
- Pattern of illegal use or misuse of prescription drugs in last 3 years
- Illegal experimental use of club drugs, such as Ketamine, GHB, Rohypnol, MDMA (Ecstasy), steroids, mushrooms, peyote, or aerosols within last 3 years
- Experimental use of any Schedule I, II, III, or IV drug within 5 years not covered above
- Dealing (as an adult only): Manufacturing, cultivation, supplying, transporting, distributing, or selling any controlled, illegal or dangerous substance other than marijuana. \*Exceptions for dealing marijuana will be evaluated on a case by case basis
- Military discharge or dismissal characterized as dishonorable, undesirable, or bad conduct
- Applicant is under criminal investigation or has criminal charges pending
- Deliberate omission, concealment, or falsification of relevant facts from personal history statement, test, or similar written document used to evaluate or determine suitability for employment with CPD
- Deliberately providing false or misleading information concerning relevant facts to the interview panel, background investigator, or polygraph examiner
- Refusal, or failure without reasonable cause, to cooperate with any required step of the CPD hiring and selection process, including but not limited to meeting with the background investigator, interview panel, polygraph examiner, psychologist, or physician or completing evaluative forms or releases

## **POTENTIAL EMPLOYMENT DISQUALIFIERS:**

- Poor Driving Record
- Poor Credit History
- Commission of undetected crimes
- Any behavior that calls into question the candidates ability to hold the public's trust and respect to carry out the duties of an officer