



Pflugerville Police Applicant Disqualifiers

Any of the following will disqualify an applicant from further consideration at any stage of the process. (Signature is required on Page 4)

6 Month Disqualifiers (Must Re-Apply)

- Failure to meet minimum requirements of Police Officer job description.
- Not TCOLE Certified or not a Cadet in an approved TCOLE Basic Peace Officer Academy. Must meet minimum standards for initial licensing by [TCOLE](#).
- Failure to fully complete the application and required documents in the prescribed manner.
- Failing to cooperate fully with and keep all scheduled appointments with staff personnel involved in the selection process or failing to provide personal information and required documents as requested.
- Having a credit account that had been sent to collections or charged off within the last 3 years.
- Being denied a driver's license renewal for Failure to Appear within the past 5 years.
- Having an excessive record of traffic violations, convictions or negligent collisions (whether or not citations were issued). This is defined as:
 - a. During the 5 year period preceding the entrance examination, convictions for four or more moving violations in a twelve month period.
 - b. During the 5 year period preceding the entrance examination a driver's license suspension for failing to maintain financial responsibility.
 - c. Having a driver's license suspended, revoked, or invalid during the 5 year period preceding the date of application.

Permanent Disqualifiers:

Criminal History

- Currently under indictment for any criminal offense
- Currently on probation for any offense
- Having been convicted, or on court-ordered community supervision or probation, for a Class B misdemeanor within the last ten (10) years. Refer to [TCOLE Rule 217.1](#)
- Having been convicted, or on court-ordered community supervision or probation, for a Class A misdemeanor or higher. Refer to TCOLE Rule 217.1
- Having a conviction for or currently charged with any misdemeanor offense involving moral turpitude.
- Having a conviction of, being under indictment for, or charged with any felony offense, including cases disposed of through Deferred Adjudication or Probated Sentence.
- Having been convicted, or having a history of, any family violence offense.

Prior Law Enforcement

- Having had a law enforcement commission license denied by final order, revoked, or having voluntarily surrendered your license to avoid suspension.
- Discharged from any commission or recruit position within a law enforcement agency for disciplinary reasons (with just cause), resigning to avoid suspension or discharge or having resigned during a disciplinary investigation without final judgment being rendered.
- Discharged from any city, county, state, federal or private corrections institution for disciplinary reasons to avoid suspension or discharge, or having resigned during a disciplinary investigation without a final judgment being rendered.
- History of sustained Internal Affairs complaints or behavior that indicates poor conduct.

Drug Use

Drug use is not automatically a permanent disqualifier. Disqualification timeframes depend on many factors including the substance used, age at time of use, and frequency of use. Below are only some of the disqualifiers for drug use:

- Having illegally used or possessed natural or synthetic Marijuana in the past 2 years.
- Selling any illegal or controlled substance or dangerous drug is a permanent disqualifier.

- Using a controlled substance or dangerous drug illegally within a designated time period from date of application. Circumstances surrounding the usage of the below listed controlled substances will be evaluated by the department on a case by case basis depending on the substance and frequency, for final determination.
 - a. Hallucinogens
 - b. Cocaine
 - c. Methamphetamines
 - d. LSD
 - e. Heroin
 - f. PCP
 - g. Steroids
 - h. All other controlled substances listed in the Health and Safety Code.

Finances

- Credit history will be reviewed on a case by case basis to determine continuing eligibility in the hiring process. Unstable credit history can lead to disqualification, including:
 - A consistent history of issuance of bad checks.
 - History of delinquent payments
 - Not meeting financial obligations.
 - Criminal Non-Support, the applicant will be disqualified from being hired if it has been determined that the applicant is not current on child support payments.

* If special circumstances exist that resulted in late or delinquent payments the background investigator should be informed. These will be evaluated on a case by case basis. Examples: death of a spouse or family member, natural disaster, any events out of the control of the applicant.

Military

Having been discharged from any military service under less than honorable conditions including, specifically:

- Under other than honorable conditions;
- Bad conduct;
- Dishonorable; or
- Any other characterization of service indicating bad character.

Driving

An applicant's entire driving record is reviewed on a case by case basis, with the last five (5) years being the most critical. However, the following will be automatic disqualifiers:

- Driving While Intoxicated (DWI) conviction within the last ten (10) years.
- Suspension of your driver's license for any reason within the last five (5) years.
- Unacceptable driving record or currently classified as a habitual violator.
- History or pattern of unsafe driving including at fault collisions.

- Being prohibited by state or federal law from operating a motor vehicle.

Other Disqualifiers

- Applicants are deemed unsuitable if they currently are, have belonged to, or been closely associated with:
 - a. Any organization which advocates the overthrow of any government by force or violence.
 - b. Any organization which advocates or engages in unlawful conduct directed at individuals or groups based upon the individual's or group's race, sex, religion, national origin, age, skin color, sexual preference, disability, or conduct otherwise known as "Hate Crimes"
 - c. Individual deemed unsuitable under this section remain permanently unsuitable.
- Making false statements or being deceptive by statement or omission during any part of the selection process is a **permanent disqualifier**.
- Not being of good moral character, or being known to habitually associate with those of questionable moral character.
- Failure to pass the required Medical exam, Psychological screening, and Drug Test screening.
- Failure to keep appointment(s) or provide documentation related to the hiring process. At least 24 hour prior notice for rescheduling of appointments is required to avoid disqualification, unless otherwise specified.
- Is prohibited by state or federal law from possessing firearms or ammunition.
- Without being specifically enumerated in the above disqualifiers if circumstances exist which indicate the applicant is clearly unsuited for a career with the Pflugerville Police Department. Examples (but not limited to): Outstanding Judgments, Class C Misdemeanor arrests, Alcohol Dependency, labeled by any court as a non-credible witness.

I have read all of the above disqualifiers and by signing this form I acknowledge that I do not meet any of them and may continue with the hiring process.

Print Name Here

Signature

Date