



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: All candidates are required to successfully pass the testing and thorough, intense, and strict pre-employment background investigations for all positions, which may include a polygraph. Because every member of our team is a part of the Public Safety system, their integrity must be beyond reproach. We do not expect applicants to have a perfect past, but being honest about your past is critical to successfully passing the hiring process. 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.
- 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.

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. When looking at an applicant’s past we take into account circumstances surrounding events, frequency of use (how often used such as daily/weekly/occasional, etc.), number of times used, and how recent the last usage was. Perfection is not expected. However, honesty is vital to successfully passing the background and having a successful career with SNO911. Any such use in violation of standards stated below will disqualify an applicant from consideration.

- No injection of illegal drugs regardless of time frame.
- No use/possession of marijuana/hashish or any THC product (vaping, edibles, etc.) within the last thirty (30) days from date of application. All marijuana usage, whether recreational or medicinal, will be evaluated on a case-by-case basis.
- 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.
- Use of any controlled substance while employed in a criminal justice capacity.
- Failure to disclose pertinent information or attempt to conceal requested information will be grounds for disqualification.

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 bad conduct or 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 acknowledge involvement in illegal conduct (both past and present), or lied during any stage of the hiring process.
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- The candidate is presently the subject (as the assailant / offender) of any domestic violence-related protection order, restraining order, or other associated court order.
- The candidate distorted or misrepresented information provided or discovered during the background process or provided intentionally misleading information.

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.

Signature

Date