



City of Virginia Beach
POLICE OFFICER/RECRUIT

January 2016



AUTOMATIC DISQUALIFIERS FOR POLICE OFFICERS

Criminal History

1. Conviction of any felony.
2. Conviction of any Class 1 or Class 2 misdemeanor, excluding traffic violations which are discussed separately, or the Virginia State Law equivalent within the last 5 years.¹
3. Any conviction of domestic violence, including simple assault against a domestic partner, spouse, child or parent.
4. Adult commission of undetected crimes of a serious or repetitive nature.

Traffic Violations

1. Three or more negative points on a Virginia Operator's License or the equivalent for out of state licenses. Points may be negated up to 5 points by attending defensive driving school offered by the Division of Motor Vehicles prior to initial testing.
2. Any conviction of driving under the influence of drugs or alcohol, refusal to take blood or breath test, eluding police, racing, or leaving the scene of an accident within the last 5 years.

Drugs²

1. Sale or distribution of illegal drugs.
2. Unlawful use or possession of any illegal drug, including but not limited to heroin, cocaine, hallucinogens, methamphetamine, etc. or any derivative thereof (except marijuana) within the last ten (10) years.
3. Illegal use or possession of anabolic steroids within the last three (3) years.
4. Illegal use or possession of marijuana or a derivative thereof within the previous twelve (12) months.

Credit

Demonstrated history of financial irresponsibility. (Examples of areas of concern include unpaid collections or unsatisfactory judgments where no payment plan has been established). Please call the academy staff to discuss your specific credit issues and concerns.

Others

1. Dishonorable discharge from any military service.
2. Untruthfulness and/or the intentional withholding of information on any application, interview, or paperwork associated with the position. Examples of intentional withholding of information would include deliberate inaccuracies or incomplete statements.
3. Intentional failure to follow the directions outlined in the testing process or relying on others to complete any portion of the testing process.

Note

This is not intended to be an exhaustive listing of background disqualifiers. Applicants who are successful in the initial testing will undergo a thorough background investigation, including polygraph examination. Areas of concern will be evaluated on a case-by-case basis within the context of the full investigation/review. Examples of areas of concern may include, but are not limited to, the following:

- Reduction of charges as a result of a plea agreement or other form of sentencing disposition prior to a conviction in any of the aforementioned criminal and driving history categories.
- Crimes committed as a juvenile, including undetected crime.
- Patterns of reckless and/or irresponsible driving.
- Multiple convictions of driving under the influence.
- Illegal drug use or possession that does not fall within the parameters defined above, including the use or possession of prescription drugs without a proper prescription.
- Less than honorable military discharge, erratic work record, or unfavorable employment references.
- Pending litigation or prosecution for criminal offenses must be resolved prior to consideration for employment.

¹ Some minor offenses are classified as Class 1 misdemeanors (e.g. littering), but would not result in automatic disqualification. Convictions of this nature would be evaluated on a case-by-case basis in the context of the full investigation/review. Applicants are encouraged to contact the Professional Development and Training staff to discuss any specific concerns regarding your eligibility for employment as a police officer.

² Illegal drug is defined as set forth in the Federal Controlled Substance Act, 21 U.S.C. §800 et al. and by the Code of Virginia.