



*Serving the Community
as Members of the Community*

Jerry A. Summers, Chief of Police

Eligibility Criteria for Police Employment

Dear Applicant,

The following criteria will eliminate you as an applicant of the McCall Police Department.

1. **Misdemeanor Conviction.** A misdemeanor conviction of any federal, state, or local crime may be grounds for rejection of the applicant.
 - a. An applicant shall be rejected who has been convicted of any misdemeanor sex crime, crime of deceit, or drug offense unless the conviction occurred more than five (5) years prior to application.
 - b. An applicant shall be rejected who has been convicted of a DUI during the two (2) years immediately preceding application. If the conviction occurred more than two (2) years prior to application, the applicant may be accepted if the Chief of Police agrees to petition the POST Executive Director for a waiver.
 - c. An applicant with any other misdemeanor conviction may be accepted upon approval of the POST Executive Director provided the conviction occurred more than two (2) years prior to application and the Chief of Police, with knowledge of the facts and circumstances concerning the offense or violation, recommends approval.
2. **Felony Conviction.** An applicant shall be rejected who has been convicted of any felony crime. A Felony conviction shall continue to be considered a felony conviction regardless of whether the conviction is later reduced to a misdemeanor conviction under Section 19-2604, Idaho Code, or any other comparable statute or procedure.
3. **Acts Committed either Detected or Undetected**
 - a. Any prior undetected acts, which if detected, would have constituted a misdemeanor or felony will be evaluated on a per incident basis using criteria including, but not limited to, the nature of the act, severity of the act, and time frame of the act. The circumstances of these incidents should be sufficiently documented in the Personal History Statement.
 - b. Any prior detected acts which constituted a misdemeanor or felony but were an arrest and/or conviction did not occur will be evaluated on a per incident basis using criteria including, but not limited to, the nature of the act, severity of the act, and time frame of the act. The circumstances of these incidents should be sufficiently documented in the Personal History Statement.

4. **Military Record.** A “dismissal,” “bad conduct discharge,” “dishonorable discharge,” or administrative discharge of other than honorable from the military service will disqualify the applicant.
5. **Traffic Record.**
 - a. An applicant with a record of a driver’s license suspension in any jurisdiction, or a driving without privileges conviction or an equivalent conviction in any other jurisdiction, may be accepted upon approval of the POST Executive Director provided the suspension concluded or conviction occurred more than two (2) years prior to application and the Chief of Police, with the knowledge of the facts and circumstances concerning the suspension or conviction, recommends approval.
 - b. Where the applicant’s traffic record discloses the commission of five (5) or more moving traffic offenses during the three (3) years immediately preceding application.
6. **Use of Narcotics and drugs.** An applicant shall be rejected who has used illegal narcotics and/or the unlawful use of prescription drugs within three (3) years prior to the application.