

## SMPD COMMUNICATIONS

### CAUSE FOR REJECTION FOR TELECOMMUNICATIONS OPERATOR (TCO) 10/2013

The City may reject an applicant for one or more of the reasons listed below. Time calculations for an action that constitutes rejection for a specified period of time shall be calculated from the date of the application.

- (1) Failure of the applicant to pass any part of the entrance examinations;
- (2) Permanent disqualification if applicant has been convicted of or has received deferred adjudication or pre-trial diversion for a felony under the laws of any state or federal law, to include the UCMJ;
- (3) Crimes involving moral turpitude may result in permanent disqualification and shall be considered on a case-by-case basis with appropriate consideration of circumstances and recency;
- (4) Admission of any conduct that could be considered criminal shall be considered on a case-by-case basis with appropriate consideration of circumstances and recency;
- (5) An applicant shall not be considered for employment while charges are pending for any criminal offense or while he/she is currently on probation or deferred adjudication for any offense;
- (6) Has been convicted of any family violence offense;
- (7) Making or knowingly attempting to make a false statement in any material fact in the application, examination, or appointment;
- (8) Failure to make application in the manner prescribed in the notice of examination, and/or failure to file the application with the Director within the time limits prescribed in the notice of examination;
- (9) Applicant is not a citizen of the United States of America by birth or naturalization. The applicant will be disqualified until citizenship is obtained in compliance with federal laws;
- (10) Applicant fails to demonstrate his/her ability to read, write, and fluently speak the English language. The applicant will be disqualified until the deficiency is corrected;
- (11) Applicant is unable to perform the essential functions of the position to which he/she seeks appointment, with or without reasonable accommodation;
- (12) Failure to complete or satisfactorily meet the employment process requirement of the respective Department, including missed appointments, failure to return necessary paperwork, failure to notify Department of changes in address or telephone numbers, failure to properly complete any or all application materials, or who otherwise fails to complete application process;
- (13) Applicant has been dismissed or resigned in lieu of dismissal from any employment for inefficiency, delinquency, or misconduct. Said dismissal or termination shall be considered on a case-by-case basis. Rejection under this provision shall be considered permanent;
- (14) Applicant has a history of unstable work, i.e., including short terms of employment over his/her employment history; difficulty receiving orders or working with coworkers, etc. Due to the variables involved, each situation shall be considered on a case-by-case basis. Rejection under this provision shall be temporary in nature and an applicant shall be eligible for reapplication after a five (5) year period;
- (15) Applicant has a history of employment in an illegal occupation. Due to the variables involved, each situation shall be considered on a case-by-case basis. Rejection for employment in an illegal occupation shall be permanent in nature;
- (16) Compelling negative evidence regarding the applicant's dependability, situational reasoning ability, interpersonal skills, emotional maturity, integrity or oral communication skills;
- (17) Evidence that the applicant has demonstrated inappropriate attitudes towards minorities or supervision;

- (18) Evidence that the applicant has difficulty working with co-workers in a team setting;
- (19) The applicant has demonstrated either immaturity or poor judgment in the applicant's decision-making process. Rejection for this cause shall be temporary until the applicant can demonstrate that his/her judgment skills have developed. Examples of such conduct would include, but is not limited to:
  - a. attendance at a party or social function at which controlled substances or dangerous drugs are consumed, and such activity is known or should have been known by the applicant; silent acceptance of known illegal conduct by others in his/her presence;
  - b. workplace behavior/decisions that adversely affect the business or associates, with little or no objectively justifiable need for such behavior;
- (20) Applicant has demonstrated a failure to pay just debts. Due to the variables involved, each situation shall be considered on a case-by-case basis. Factors which shall be considered include, but are not limited to: type and number of debts, reasons for the bad credit, extenuating circumstances, and the potential for the credit-related problems impacting the applicant's judgment and integrity. Resolution of bad credit may result in re-qualification;
- (21) Permanent disqualification if applicant has been discharged from any military service under less than honorable conditions, including specifically:
  - (a) Under other than honorable conditions;
  - (b) Bad conduct;
  - (c) Dishonorable; or
  - (d) Any other characterization of service indicating bad character;
- (22) An applicant may be temporarily or permanently disqualified if it has been determined by the City that he/she has admitted to conduct which constitutes excessive and/or recent use of illicit substance(s) or excessive use of intoxicants. Conduct involving excessive and/or recent use of illicit substance or excessive use of intoxicants shall be considered on a case-by-case basis with consideration given to circumstances and recency;
- (23) Applicant has used illicit substances as follows:
  - (a) Marijuana: Within 2 years – automatic disqualification;
  - (b) Any controlled substance the possession of which is considered a misdemeanor (examples include but are not limited to Valium, Xanax, and Hydrocodone):
    - 3 years or fewer – automatic disqualification;
    - More than 3 years - subject to review by oral interview board;
  - (c) Any controlled substance the possession of which is considered a felony, except for those drugs listed below in Section (d), include but are not limited to cocaine, psilocybin, hashish, methamphetamine and amphetamine):
    - 5 years or fewer – automatic disqualification;
    - More than 5 years – subject to review by oral interview board;
  - (d) LSD, PCP, and Heroin:
    - Permanent disqualification;
  - (e) Abuse of legally, obtained prescription medication(s), or illegal use of the prescription medication(s) of another person:
    - These shall be evaluated on a case-by-case basis with consideration given to circumstances and recency;
- (24) Failure to meet Systems Access Policy for Applicants or Employees set forth by DPS to access the CJIS system (Omnixx);