



## HIRING STANDARDS

The Police Officers and Civilian Employees of this department are discernible representatives of the City of Cairo and accountable to the citizens they serve. They are responsible for protecting and serving the public and are trusted with substantial authority to fulfill these responsibilities. The public has the right to expect that such authority and trust be placed in only those individuals of the highest caliber who have demonstrated, by their conduct, that they can uphold and enforce the law fairly and impartially, within the scope of their authority.

In an effort to maintain an equitable standard for hiring applicants for the position of Police Officer and Civilian Employee, the following minimum guidelines have been established. These guidelines are not all-inclusive but are among the principal factors to be considered by the hiring authority in evaluating an applicant. Applicants may be considered for disqualification for conduct which is not specifically outlined in these guidelines. Circumstances surrounding certain events within an applicant's background which may be considered disreputable will be subject to examination by the hiring authority.

### CRIMINAL HISTORY / ACTIVITY

**FELONY CONVICTIONS.** No applicant shall have been convicted of a criminal offense classified as a felony within his/her lifetime. Pleas of Nolo Contendere are considered a conviction.

**MISDEMEANOR CONVICTIONS.** All applicants who have been convicted of more than two (2) misdemeanor offenses within their lifetime, shall be deemed unacceptable. The nature of any offense committed must have not been associated with crimes denoting moral turpitude or disrespect for law enforcement authorities or crimes of an aggravated nature, including, but not limited to crimes against public order and safety, public morals and standards, sexual offenses, domestic violence, and crimes against children. Pleas of Nolo Contendere are considered a conviction.

**DOMESTIC VIOLENCE.** Applicants who have been convicted of a crime of domestic violence within their lifetime shall be deemed unacceptable. Pleas of Nolo Contendere or First Offender Status are considered a conviction.

### THEFTS

**FELONY THEFTS.** Applicants who have been convicted of or have ever been involved in a felony theft during their lifetime shall be deemed unacceptable. This applies to detected and undetected thefts.

**MISDEMEANOR THEFTS.** Applicants who have been convicted of or have ever been involved in more than one (1) theft within the twelve (12) months prior to the date of application shall be deemed unacceptable. This applies to detected and undetected thefts.

## MILITARY HISTORY

**CHARACTER OF DISCHARGE.** Applicants who have served in the armed forces of the United States will not be considered with a discharge less than Honorable. Discharges that have been upgraded to Honorable from another status are acceptable.

**DISCIPLINARY ACTIONS WHILE IN THE MILITARY.** The military records of applicants for the position of Police Officer must not show a pattern of violations under the Uniform Code of Military Justice including punitive judgments or punishments, i.e., Article 15, Captain's Mast, etc. Applicants must have never been convicted by a General or Special court martial.

## DRUG USAGE / POSSESSION / DISTRIBUTION

**ILLEGAL DRUG ACTIVITY.** No applicant may have ever been involved in the felony possession of a controlled substance regardless of the intent of the disposition of the substance. This is regardless of whether the applicant induced the drug for the purpose of experimentation, "getting high," relieving pain, easing anxiety, or depression, including sleep, increasing body mass, or strength, or for any other reason unless the drug was prescribed by a physician and intended for medicinal purposes. The applicant's use of any drug will be examined on a case-by-case basis by the hiring authority.

**USE OF MARIJUANA.** No applicant shall have used Marijuana within the one (1) year prior to the date of application. In addition, the applicant's history of use of Marijuana shall not display a pattern of abuse as determined by the hiring authority.

## DRIVER'S HISTORY

**DRIVER'S LICENSE.** Applicant shall have a valid driver's license issued by an acceptable governing authority. The license shall have never been suspended or revoked for reasons other than cancellations for non-payment of insurance premiums within the past two (2) years.

**ASSESSED POINTS.** The driver's license of applicants shall not have been assessed more than five (5) Points at the time of application. In addition, the license shall not have been assessed more than five (5) Points within twenty-four (24) months preceding the date of application.

**DRIVING UNDER THE INFLUENCE.** No applicant for the position of Police Officer can have been convicted for the offense of Driving Under the Influence more than one (1) time within his/her driving history. That conviction cannot have occurred within the five-year (5) period prior application. A plea of Nolo Contendere is considered a conviction.

**PROHIBITED TRAFFIC CONVICTIONS.** Applicants who have had within their driving history convictions, or pleas of Nolo Contendere for the offenses of Hit and Run, Homicide by Vehicle, Attempting to Elude, Reckless Driving, or Aggravated Driving, shall not be acceptable. No applicant may have a driving history which reflects a recurring pattern of traffic violations which may represent a perpetual disrespect for traffic laws.

## **PHYSICAL FITNESS STANDARDS**

The Physical Ability Test (PAT) is required for all Police Officer positions within the City of Cairo Police Department. The PAT will measure the applicant's physical ability to perform the essential functions of a Police Officer. Each applicant must complete the following physical fitness test within the time constraints in order to be admitted into the Police Academy.

### **FITNESS TEST COMPONENTS**

The course measures a total of 870 feet and there is a time limit of two minutes six seconds (2:06). The course consists of a series of nine interspersed individual tasks, arranged in a continuous format that may be viewed as being essential (physical) job tasks for law enforcement training:

- The candidate runs one and 3/4 laps around the perimeter of the course and enters the interior of the course at the point indicated on the course map,
- The first obstacle encountered in the interior consists of two low hurdles, one and a half feet high and four feet long, placed 13 feet apart,
- After clearing the hurdles, stairs (five steps up to a 32-inch-wide landing, 45 inches above the floor and five steps down) must be negotiated twice (note that each step has a 7.5 inch rise and tread that is 11 inches wide), candidate may skip steps going up but must touch each stair coming down,
- Once the stair event is completed, another low hurdle must be cleared; the candidate must then successfully negotiate a low crawl under an obstacle set at two and a half feet above the floor,
- Make a turn and clear a ditch simulation that is six feet in width,
- After another turn, a chain-link fence (four feet in height) must be climbed,
- Two additional turns made, and a four feet high window must be successfully entered,
- The candidate must then drag a 150-pound dead weight a distance of 20 feet,
- Finishing with one more running lap around the perimeter of the course.

In the event of a failure, you may be eligible to retest one (1) time again as allowed by the Georgia Public Safety Training Center (GPSTC).

### **DISCLAIMER**

*The guidelines set forth are not to be considered conclusive. Each applicant's history and circumstances will be considered on a case-by-case basis.*