

## Immediate Employment Disqualifiers

A background investigator will be assigned to conduct a pre-background interview and the background investigation on you. Please allow 2-3 hours of your time when the pre-background interview has been set. After the pre-background interview, the investigator will then resume reviewing your background packet. The investigator will be looking into the statements provided by you and the information discovered during the investigation to determine if any immediate employment disqualifiers exist. It is important to know that when completing this background packet, you should be completely truthful in all your statements as the most frequent disqualifiers are item numbers 14, 15, 16, 17 and 18.

1. Is younger than 20
2. Does not have either a high school diploma or GED certification.
3. Driver's license is not valid or lack of a safe or responsible driving history.
4. Conviction or other form of community supervision (including deferred adjudication or probation, but not pretrial diversion) for any felony.
5. Conviction or other form of community supervision (including deferred adjudication or probation, but not pretrial diversion) for misdemeanors above Class C, within last (10) years.
6. Conviction or other form of community supervision (including deferred adjudication or probation, but not pretrial diversion) for misdemeanors involving moral turpitude (dishonesty, fraud, deceit, misrepresentation, deliberate violence or moral depravity) within the last 10 years.
7. Currently charged with or under investigation for any felony, Class A or B misdemeanor or misdemeanor involving moral turpitude (dishonesty, fraud, deceit, misrepresentation, deliberate violence or moral depravity).
8. Currently under court or community supervision for a felony, Class A or B misdemeanor or misdemeanor involving moral turpitude (dishonesty, fraud, deceit, misrepresentation, deliberate violence or moral depravity)
9. Any unlawful use of a Felony grade substance as defined in the Texas Health and Safety Code, Controlled Substance Act, Chapter 481.
10. Unlawful use of controlled substances in Penalty Group 3 and 4, including Marijuana and Anabolic Steroids in the last five years (five year disqualification from last use).  
\*\*More than ten incidents in your lifetime of unlawful use of controlled substances in Penalty Group 3 and 4, including Marijuana and Anabolic Steroid.\*\*  
\*\*Unlawful abuse of legally obtained prescription medications or illegal use of prescription medications (possible permanent or temporary disqualification depending on circumstances, use and time frames).\*\*
11. Theft from employer(s) with cumulative total of \$50.00 or more within the past ten (10) years.
12. Omission of information on application or Personal History Statement. (PHS).
13. False statement of information on application or Personal History Statement (PHS).
14. Materially misleading statement on application or Personal History Statement (PHS).
15. Falsification of job(s) related document(s).
16. Failure to return a Personal History Statement that is both complete and submitted by the due date (PHS).
17. Late for interview without notifying the Police Department of such tardiness. (exceptions may be made for certain emergencies)

19. Conviction or other form of community supervision (including deferred adjudication or probation, but not pretrial diversion) for DWI within the past ten (10) years.
20. More than one (1) conviction and/or other form of community supervision (including deferred adjudication or probation, but not pretrial diversion) in your lifetime for DWI.
21. Interfering, obstructing or otherwise causing improper influence in the background process.