

# RUPERT POLICE DEPARTMENT

## Authorization for Release of Personal Information and Authorization and Release Regarding Background Investigation of Law Enforcement Applicant

I, \_\_\_\_\_, am making application to become an employee of the Rupert Police Department. I am currently employed as a law enforcement employee for \_\_\_\_\_.

I fully understand that the Rupert Police Department will perform a complete and thorough background investigation to ensure that I have the necessary skills, abilities and background to properly perform the duties of a law enforcement employee for this agency. I recognize and understand that the referenced background investigation will include, but will not be limited to, inquiries that are designed to determine and/or confirm my personal history and to determine whether or not I have been, at any time in the past, or am presently involved in any conduct which the Rupert Police Department deems behavior which would disqualify me from employment as a law enforcement employee, including, but not limited to, criminal misconduct, domestic violence, use of illegal drugs, dishonesty and/or immoral behavior, misconduct in other employment as a law enforcement employee, etc. I fully understand that I may be asked to submit to a polygraph and/or a voice stress analysis examination regarding any information that I provide or that is obtained as a result of the referenced background investigation and may result in my not being hired by the Rupert Police Department.

It is my intent by this authorization to give my consent for full and complete disclosure of any and all records regarding myself, including but not limited to, records of educational/training institutions; financial or credit institutions; any and all records regarding any of my previous employment including, but not limited to, all such employment or pre-employment records, including prior background investigations, performance/efficiency reports, complaints or grievances filed by or against me and any and all related records, including records and/or recollections of any and all attorneys at law, or other counsel, whether representing me or another person in any case, either criminal, administrative or civil in which I presently have or have had an interest.

I understand that any information obtained as a result of the referenced background investigation, which is developed directly or indirectly, in whole or in part, based upon this authorization, will be considered in determining my suitability for employment with the Rupert Police Department.

With full recognition of the above, I hereby give the Rupert Police Department full and complete authorization to conduct the reference background investigation regarding me. Further, I do hereby release the City of Rupert, the Rupert Police Department and any and all employees or representatives of said city, along with all persons or entities, whether public or private, who provide information to the representatives of the City of Rupert who are conducting this background investigation from any and all liability, claims, allegations, lawsuits, however characterized, which may arise or be incurred as a result of the referenced background investigation. Further, in the event I am currently employed by a law enforcement agency, whether employed as a law enforcement officer, civilian, or non-sworn, correctional officer or any other position with a criminal justice related agency of any type, I understand that information obtained during this investigation

and/or the results of this background investigation may be made available to my current employer, whether or not I am offered employment with the Rupert Police Department. I understand that this disclosure may result in adverse employment, negative reference information being provided in the future and possible criminal investigation and/or prosecution. In signing this authorization I acknowledge that I understand and agree that this constitutes a complete and final release from liability and shall foreclose any and all claims, allegations, lawsuits or causes of action of any nature, whether legal or equitable, which I may have against any persons or entities who participate in the referenced background investigation or provide any information in response to any inquiries arising out of the referenced background investigation and I expressly acknowledge that I, my heirs, executors, administrators, successors, assigns, etc., are completely foreclosed from pursuing any claims for any form of relief, damages, fees, costs, etc., under any rule or provision of law, either state or federal, that are in any way related to the referenced background investigation.

I hereby waive any future personal access to my background investigation.

I expressly agree that a photocopy of this form will be as valid as an original thereof, even though said photocopy does not contain an original writing of my signature.

\_\_\_\_\_  
Applicant Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Address (City/State/Zip Code)

\_\_\_\_\_  
Current Employer (if currently employed by a law enforcement agency)

\_\_\_\_\_  
Current Department Head

\_\_\_\_\_  
Current Employer's Phone No.

\_\_\_\_\_  
Current Employer's Address

\_\_\_\_\_  
Witness Name Printed

\_\_\_\_\_  
Witness Signature

# **Rupert Police Department**

## **Application for employment**

**The following documents are needed for pre-employment packet:**

- **City employment application**
- **Copy of birth certificate**
- **Copy of valid driver's license**
- **Copy of Social Security card**
- **Copy of high school diploma/GED**
- **Copies of any police training certificates**
- **Release of information waiver**
- **Personal History Questionnaire**
- **Previous military history (DD214 if not currently serving, NGB form 22 or AF-216)**

**The above documents are required for consideration for employment with the Rupert Police Department. Any documents listed above that are not submitted without reason, have been falsified or omitted is grounds for termination of consideration for employment with the Rupert Police Department.**

## Rupert Police Department Hiring Standards

The following drug use standards are regulated by Idaho POST Standards

1. **Marijuana** – An applicant must be rejected who has used marijuana:
  - a. Within the past 3 years.
  - b. While employed as a law enforcement officer, in a prosecutorial position, or in a position of public safety, regardless when the use occurred; or
  - c. On a regular, confirmed basis within the past 5 years.
  - d. This prohibition includes the use of cannabis, hashish, hash oil, and THC in both synthetic and natural forms.
  
2. **Other Controlled Substances** – An applicant must be rejected who has illegally used any Schedule I through Schedule VI controlled substance, as defined in Sections 37-2705 through 37-2713A, Idaho Code, excluding marijuana:
  - a. Within the past 5 years;
  - b. While employed as a law enforcement officer, in a prosecutorial position, or in a position of public safety, regardless when the use occurred; or
  - c. On more than a minimal and experimental basis during the applicants lifetime.
  
3. **Prescription Drugs** – An applicant may be rejected who has unlawfully used any prescription drug or a legally obtainable controlled substance within the past 3 years.
  
4. **Drug Trafficking, Manufacturing, and Related Offenses** – Subject to the rules above regarding use of controlled substances, an applicant must be rejected who has violated any provision of:
  - a. The Idaho Uniform Controlled Substances Act, Section 37-2701 et seq., Idaho Code, including, but not limited to, the illegal sale or manufacture of a controlled substance or conspiring to illegally sell or manufacture a controlled substance; or
  - b. A comparable statute of another state or country.
  - c. Provided, however, that the POST Division Administrator may waive any misdemeanor conviction for violation of the Idaho Uniform Controlled Substances Act.
  
5. **Juvenile Drug Offense Convictions** – Any misdemeanor conviction of a drug offense prosecuted pursuant to Title 18, Chapter 15, Idaho Code, or a comparable statute of another state or country, shall not be a basis for rejection of an applicant. However, an applicant may be rejected who has

been convicted of a felony drug offense prosecuted pursuant to Title 18, Chapter 15, Idaho Code. If an applicant has been convicted of such a felony drug offense, the applicant may be accepted upon approval of the POST Division Administrator, provided the applicant's agency head, with knowledge of the facts and circumstances concerning the offense or violation, recommends approval.

6. No convictions for domestic battery, child abuse, stalking or voyeurism.
7. Any misdemeanor probation period must be served and the case must be closed prior to the admission of this application for at least 3 years.
8. General misdemeanor convictions are reviewed on a case by case basis.
9. No active or pending misdemeanor cases or investigations by the submission of this application.
10. No driver's license suspensions in the past three years. This also includes withheld judgments as convictions.
11. No dishonorable discharge from any U.S. Military branch.
12. May be required to submit to a polygraph examination for confirmation of the above information.

**Personal History Statement**  
**Attach additional sheets if needed**

1. Have you withheld information on your application about any places of prior employment?       Yes       No
  
2. Have you ever quit or been asked to resign from any job for alleged dishonesty?       Yes       No
  
3. Have you ever been accused of a dishonest act by an employer?       Yes       No
  
4. Have you ever been asked to resign from a job or faced dismissal for any reason?       Yes       No
  
5. Have you ever been in serious trouble on any of your jobs?       Yes       No
  
6. Have you ever had any serious problems getting along with supervisors or co-workers?       Yes       No
  
7. Have you ever been counseled or disciplined by an employer for reporting late to work or poor attendance?       Yes       No
  
8. Have you ever called in sick when you were not sick?       Yes       No
  
9. Have you ever used alcohol or drugs while at work?       Yes       No
  
10. Have you ever stolen anything from an employer?       Yes       No

**If the answer to any of the above questions was "Yes", explain below and include dates when it happened.**

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## Drug Use

Have you ever used any of the following drugs? ("Used" is defined as: Any intentional or unintentional trying, testing, or experimenting by tasting, smoking, injecting, absorbing, sniffing or inhaling) Check "Yes" or "No" for each.

Marijuana	<input type="checkbox"/> Yes	<input type="checkbox"/> No	Codeine (without prescription)	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Hashish	<input type="checkbox"/> Yes	<input type="checkbox"/> No	Hallucinogenic mushrooms	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Valium	<input type="checkbox"/> Yes	<input type="checkbox"/> No	Methamphetamine	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Heroin	<input type="checkbox"/> Yes	<input type="checkbox"/> No	LSD	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Cocaine	<input type="checkbox"/> Yes	<input type="checkbox"/> No	Steroids	<input type="checkbox"/> Yes	<input type="checkbox"/> No
PCP	<input type="checkbox"/> Yes	<input type="checkbox"/> No	Any other drugs?	<input type="checkbox"/> Yes	<input type="checkbox"/> No

1. Have you ever purchased any of the drugs mentioned?  
 Yes  No
2. Have you ever sold or offered to sell any of the drugs mentioned?  
 Yes  No
3. Have you ever transported and/or manufactured any of the drugs mentioned?  
 Yes  No
4. Do you now or have you previously used alcoholic beverages?  
 Yes  No

If so, how often? \_\_\_\_\_

If you answered "Yes" to any of the drug questions, please explain and include dates when it occurred. \_\_\_\_\_

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## Sex Crimes

1. Have you ever engaged in a sex act for money?  
 Yes       No
2. Have you ever forced any person to have sexual contact with you?  
 Yes       No
3. Have you ever had sexual contact with anyone who was mentally or physically helpless?  
 Yes       No
4. Have you ever had sexual contact with anyone under 18 years old since you became an adult?  
 Yes       No
5. Have you ever been involved in any illegal sexual activity?  
 Yes       No

**If you answered "Yes" to any of the questions above please explain and include dates when it occurred.**

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## Honesty

1. Have you ever stolen anything from anyone else?  
 Yes       No
2. Have you ever knowingly had stolen property in your possession?  
 Yes       No
3. Have you ever knowingly sold or purchased any stolen property?  
 Yes       No
4. Have you ever lied to an employer, when, if you had told the truth, you could have been terminated or dismissed?  
 Yes       No

**If you answered "Yes" to any of the above questions, please explain and include dates when it occurred.**

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## Declarations

1. Do you advocate or are you a member or any organization, political or otherwise, that advocates the overthrow of the government of the United States or the State of Idaho by force or violence or other unlawful means?

Yes       No

If yes, give the name of the organization or party of which you are affiliated?

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2. Are you willing to take an oath to support the Constitution, laws and ordinances of the United States, the State of Idaho and the City of Rupert ?

Yes       No

## Law Enforcement Experience

1. Have you ever attended a Peace Officer Standards and Training Academy in Idaho or any other state?

Yes       No

If so: Date attended \_\_\_\_\_ State attended \_\_\_\_\_

Did you graduate?

Yes       No

If you graduated attach a copy of your certification.

2. Are you currently a certified police officer in Idaho or any other state?

Yes       No

If Yes, what certification do you hold? \_\_\_\_\_

Are you currently working as a law enforcement officer in Idaho or any other state?

Yes       No

3. If not currently a law enforcement officer, but you have been a law enforcement officer in the past, please explain below.

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**If you are currently or have been a law enforcement officer at any time, complete the following:**

4. Have you ever used excessive force to arrest a violator?

Yes       No

5. Have you ever consumed alcohol or illegal drugs while on duty?

Yes       No

6. Have you ever lied to a superior when confronted with anything that you felt you may be disciplined for?

Yes       No

7. Have you ever lied to a superior to keep a fellow officer from being disciplined?

Yes       No

8. Have you ever done anything, as a law enforcement officer, that would be considered unethical?

Yes       No

9. Have you ever committed perjury while testifying in court or on a sworn affidavit?

Yes       No

**If you have never been a law enforcement officer, answer the following:**

1. Could you use physical force to affect an arrest if it was necessary and approved by department policy?  
 Yes       No
2. Could you use deadly force on another person if it was necessary and approved by department policy?  
 Yes       No
3. Are there any duties you know of that are performed by a police officer that you think might be difficult for you to do?  
 Yes       No

If Yes, please  
explain: \_\_\_\_\_

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