



HOTCHKISS POLICE DEPARTMENT EMPLOYMENT APPLICATION

INSTRUCTION and RECEIPT

Keep this page for your information

THIS APPLICATION IS YOUR FIRST TEST - Complete every section. *You* are responsible for obtaining correct and complete information, including names, address and telephone numbers. If a section does not apply, put N/A. If additional space is needed, you may attach additional sheets. Incomplete applications may be disqualified. All information is subject to verification. Any deliberate misstatements, misrepresentations or omissions by you may be cause for disqualification from employment consideration. Three **signatures** and two **notaries** are required on the application packet: the Authorization for Release of Information, signature page of the Application, and signature page of the Integrity Questionnaire.

THE SCREENING PROCESS - Applicants for all positions with the Hotchkiss Police Department will undergo extensive screening and background checks. Only select applicants will advance in the process, which may include:

APPLICATION REVIEW
INTEGRITY INTERVIEW
SKILLS TESTING
CURSORY BACKGROUND
ORAL BOARD INTERVIEW
EXTENSIVE BACKGROUND INVESTIGATION
ONE ON ONE INTERVIEW
POLYGRAPH EXAMINATION
PSYCHOLOGICAL EXAMINATION
MEDICAL EXAMINATION
DRUG SCREEN .

DOCUMENTS NEEDED - Applicants advancing in the screening process may be asked to provide one or more of the following (not all will be applicable):

OLN (DRIVER'S LICENSE)
STATE-ISSUED I.D. CARD
SOCIAL SECURITY CARD
BIRTH CERTIFICATE
MARRIAGE CERTIFICATE
NAME CHANGE DOCUMENTS
DISSOLUTION OF MARRIAGE

COLORADO P.O.S.T. CERTIFICATE
DIPLOMA, GED AND/OR DEGREE
TRANSCRIPTS
CITIZENSHIP DOCUMENTATION
NATURALIZATION DOCUMENTATION
RESIDENT ALIEN DOCUMENTATION

CONTACT - Applicants will initially be contacted via the e-mail address provided. Please do not call our office for general status inquiries. It is a long process and efforts will be made to notify applicants of status, including if the application has been eliminated from further consideration. Applicants proceeding to advanced stages of the screening process will receive greater contact, including telephone calls and/or written correspondence.



HOTCHKISS POLICE DEPARTMENT

AUTHORIZATION FOR RELEASE OF INFORMATION

Last Name First Name Middle Name Sex Date of Birth SSN

Place of Birth: Country State City or County Race

List all states lived in for past 10 years: _____

I, (print name) _____, do hereby authorize a review of and full disclosure of all records, or any part thereof, concerning myself, by and to any duly-authorized agent of the Hotchkiss Police Department whether the said records are of public, private, or confidential nature.

The intent of this authorization is to give my consent for full and complete disclosure of the records of educational institutions; financial or credit institutions, including records of deposits, withdrawals and balances of checking and savings accounts, and loans, and also the records of commercial or retail credit agencies (including credit reports and/or ratings; public utility companies; employment and pre-employment records, including background reports, efficiency ratings, complaints or grievances filed by or against me, and salary records; real and personal property tax statements and records, and other financial statements and records wheresoever filed; records of complaint, arrest, trial, and/or convictions for alleged or actual violations of law, including criminal, civil and/or traffic records; the results of any polygraph examinations; and records of complaint of a civil nature made by or against me, wheresoever located, and to include the records and recollections of attorneys at law, or of other counsel, whether representing me or another person in any case in which I have had or presently have an interest.

I reiterate and emphasize that the intent of this authorization is to provide full and free access to the background and history of my personal life for the specific purpose of pursuing a background investigation, which may provide pertinent data for the Hotchkiss Police Department to consider in determining my suitability for employment by that agency. It is my specific intent to provide access to personal information, however personal or confidential it may appear to be, and the sources of information specifically identified herein.

I understand that any information obtained by a personal history background investigation, which is developed directly or indirectly, in whole or in part, upon this release authorization will be considered in determining my suitability for employment by the Hotchkiss Police Department. I understand that all materials pertaining to this background investigation become the property of the Hotchkiss Police Department and will not be returned to me.

I agree to indemnify and hold harmless the person to whom this request is presented and his agents and employees from and against all claims, damages, losses and expenses, including reasonable attorney fees, arising out of or by reason of complying with this request. I further understand that in the event my application is disapproved, the sources of confidential information cannot be revealed to me.

A photocopy of this release form will be valid as an original hereof, even though the said photocopy does not contain an original writing of my signature.

MUST BE SIGNED IN THE PRESENCE OF A NOTARY:

Signature

Address

City / State / Zip

Subscribed and sworn before me this _____ day of _____, 20____.

Notary Public

My Commission Expires



HOTCHKISS POLICE DEPARTMENT
276 W. Main St.
PO Box 369
Hotchkiss, CO 81419
(970) 872-3848

EMPLOYMENT APPLICATION

Complete every section. You are responsible for obtaining correct and complete information, including names, addresses and telephone numbers. If a section does not apply, put N/A. If additional space is needed, you may attach additional sheets. Incomplete applications may be disqualified. All information is subject to verification.

Any deliberate misstatements, misrepresentations or omissions by you may be cause for disqualification from current and future employment consideration.

Position applied for:		Date:	
Last Name:		First Name:	
		Middle Name:	
Present Address:		Home Phone:	
Physical: _____		Cell Phone:	
City / State / Zip: _____		Work Phone:	
Mailing (if different): _____		Message or Other Phone:	
E-Mail Address: _____			
Alias(es), Nicknames, Name Changes, Maiden Name:		Colorado Resident Yes No	
Referred By:			

Date Available For Work:	May we contact your present employer concerning your work performance?	Have you worked for Town of Hotchkiss before? Yes No
Minimum Salary Acceptable: \$ _____ per _____	Yes No	If so list positions held and dates employed: _____

Are you a Certified Peace Officer in Colorado?	YES	NO	POST Number _____ Date Issued _____
Are you a Certified Peace Officer in any other state?	YES	NO	State _____ Number _____ Date _____
Have you attended a Law Enforcement Academy?	YES	NO	Date Graduated _____
Name and City of Academy _____			

With , one or more of the following conditions may be required and your inability to satisfy these work schedules may limit further consideration of your application. Please indicate whether you are able to perform:					
a) Shift work? (Other than 8 a.m. to 5 p.m.)	YES	NO	c) Overtime Work or Holidays?	YES	NO
b) Rotational Work Schedule	YES	NO	d) A Work Schedule that includes Saturday and/or Sunday?	YES	NO

RESIDENCES

List all residences in the last ten (10) years, beginning with your present address.

From: Mo/Yr	Street Address	<input type="checkbox"/> Owned <input type="checkbox"/> Rented Other _____
To: Present	City/State/Zip	County
Name of Landlord	Landlord complete address	Landlord Phone Number:

From: Mo/Yr	Street Address	<input type="checkbox"/> Owned <input type="checkbox"/> Rented Other _____
To: Mo/Yr	City/State/Zip	County
Name of Landlord	Landlord complete address	Landlord Phone Number:

From: Mo/Yr	Street Address	<input type="checkbox"/> Owned <input type="checkbox"/> Rented Other _____
To: Mo/Yr	City/State/Zip	County
Name of Landlord	Landlord complete address	Landlord Phone Number:

From: Mo/Yr	Street Address	<input type="checkbox"/> Owned <input type="checkbox"/> Rented Other _____
To: Mo/Yr	City/State/Zip	County
Name of Landlord	Landlord complete address	Landlord Phone Number:

From: Mo/Yr	Street Address	<input type="checkbox"/> Owned <input type="checkbox"/> Rented Other _____
To: Mo/Yr	City/State/Zip	County
Name of Landlord	Landlord complete address	Landlord Phone Number:

RESIDENCES (Continued)

From: Mo/Yr	Street Address	<input type="checkbox"/> Owned <input type="checkbox"/> Rented Other_____
To: Mo/Yr	City/State/Zip	County
Name of Landlord	Landlord complete address	Landlord Phone Number:

From: Mo/Yr	Street Address	<input type="checkbox"/> Owned <input type="checkbox"/> Rented Other_____
To: Mo/Yr	City/State/Zip	County
Name of Landlord	Landlord complete address	Landlord Phone Number:

From: Mo/Yr	Street Address	<input type="checkbox"/> Owned <input type="checkbox"/> Rented Other_____
To: Mo/Yr	City/State/Zip	County
Name of Landlord	Landlord complete address	Landlord Phone Number:

From: Mo/Yr	Street Address	<input type="checkbox"/> Owned <input type="checkbox"/> Rented Other_____
To: Mo/Yr	City/State/Zip	County
Name of Landlord	Landlord complete address	Landlord Phone Number:

From: Mo/Yr	Street Address	<input type="checkbox"/> Owned <input type="checkbox"/> Rented Other_____
To: Mo/Yr	City/State/Zip	County
Name of Landlord	Landlord complete address	Landlord Phone Number:

WORK EXPERIENCE

Describe your current or most recent position first and work backwards for a minimum of 10 years. Describe every position you have held, including all part-time employment. If you need additional space, please continue on a separate sheet of paper.

From: Mo/Yr	Name and Address of Employer	Job Title	Name of Supervisor
To: Mo/Yr		<input type="checkbox"/> Full Time	<input type="checkbox"/> Temporary
Salary		<input type="checkbox"/> Part Time	<input type="checkbox"/> Seasonal
	Phone Number(s)	Reason for Leaving	
Describe Major Duties:			
Were you ever discharged, asked to resign, furloughed, put on inactive status for cause, or subjected to disciplinary action while with this organization? <input type="checkbox"/> YES <input type="checkbox"/> NO If yes, please explain:		Did you resign (quit) after being informed your employer intended to discharge (fire) you for any reason? <input type="checkbox"/> YES <input type="checkbox"/> NO If yes, please explain:	

From: Mo/Yr	Name and Address of Employer	Job Title	Name of Supervisor
To: Mo/Yr		<input type="checkbox"/> Full Time	<input type="checkbox"/> Temporary
Salary		<input type="checkbox"/> Part Time	<input type="checkbox"/> Seasonal
	Phone Number(s)	Reason for Leaving	
Describe Major Duties:			
Were you ever discharged, asked to resign, furloughed, put on inactive status for cause, or subjected to disciplinary action while with this organization? <input type="checkbox"/> YES <input type="checkbox"/> NO If yes, please explain:		Did you resign (quit) after being informed your employer intended to discharge (fire) you for any reason? <input type="checkbox"/> YES <input type="checkbox"/> NO If yes, please explain:	

From: Mo/Yr	Name and Address of Employer	Job Title	Name of Supervisor
To: Mo/Yr		<input type="checkbox"/> Full Time	<input type="checkbox"/> Temporary
Salary		<input type="checkbox"/> Part Time	<input type="checkbox"/> Seasonal
	Phone Number(s)	Reason for Leaving	
Describe Major Duties:			
Were you ever discharged, asked to resign, furloughed, put on inactive status for cause, or subjected to disciplinary action while with this organization? <input type="checkbox"/> YES <input type="checkbox"/> NO If yes, please explain:		Did you resign (quit) after being informed your employer intended to discharge (fire) you for any reason? <input type="checkbox"/> YES <input type="checkbox"/> NO If yes, please explain:	

WORK EXPERIENCE (Continued)

From: Mo/Yr	Name and Address of Employer	Job Title	Name of Supervisor
To: Mo/Yr		<input type="checkbox"/> Full Time <input type="checkbox"/> Temporary <input type="checkbox"/> Part Time <input type="checkbox"/> Seasonal	
Salary		Reason for Leaving	
Describe Major Duties:			
Were you ever discharged, asked to resign, furloughed, put on inactive status for cause, or subjected to disciplinary action while with this organization? <input type="checkbox"/> YES <input type="checkbox"/> NO If yes, please explain:		Did you resign (quit) after being informed your employer intended to discharge (fire) you for any reason? <input type="checkbox"/> YES <input type="checkbox"/> NO If yes, please explain:	

From: Mo/Yr	Name and Address of Employer	Job Title	Name of Supervisor
To: Mo/Yr		<input type="checkbox"/> Full Time <input type="checkbox"/> Temporary <input type="checkbox"/> Part Time <input type="checkbox"/> Seasonal	
Salary		Reason for Leaving	
Describe Major Duties:			
Were you ever discharged, asked to resign, furloughed, put on inactive status for cause, or subjected to disciplinary action while with this organization? <input type="checkbox"/> YES <input type="checkbox"/> NO If yes, please explain:		Did you resign (quit) after being informed your employer intended to discharge (fire) you for any reason? <input type="checkbox"/> YES <input type="checkbox"/> NO If yes, please explain:	

From: Mo/Yr	Name and Address of Employer	Job Title	Name of Supervisor
To: Mo/Yr		<input type="checkbox"/> Full Time <input type="checkbox"/> Temporary <input type="checkbox"/> Part Time <input type="checkbox"/> Seasonal	
Salary		Reason for Leaving	
Describe Major Duties:			
Were you ever discharged, asked to resign, furloughed, put on inactive status for cause, or subjected to disciplinary action while with this organization? <input type="checkbox"/> YES <input type="checkbox"/> NO If yes, please explain:		Did you resign (quit) after being informed your employer intended to discharge (fire) you for any reason? <input type="checkbox"/> YES <input type="checkbox"/> NO If yes, please explain:	

EDUCATION / SKILLS

Circle highest school grade completed: 9 10 11 12 13 14 15 16 17 18 19 20

List all high schools attended. (If GED, give number, location, and date.)

Name of School	Street Address:	Telephone Number
Dates Attended From _____ To _____	City/State/Zip	Graduated: <input type="checkbox"/> YES <input type="checkbox"/> NO

Name of School	Street Address:	Telephone Number
Dates Attended From _____ To _____	City/State/Zip	Graduated: <input type="checkbox"/> YES <input type="checkbox"/> NO

Name of School	Street Address:	Telephone Number
Dates Attended From _____ To _____	City/State/Zip	Graduated: <input type="checkbox"/> YES <input type="checkbox"/> NO

Higher Education: List information below:

Name of College or University:	Street Address:	Telephone Number:
Dates Attended: From _____ To _____	City/State/Zip:	Credit Hours:
Major:	Type of Degree:	Year Received:

Name of College or University:	Street Address:	Telephone Number:
Dates Attended: From _____ To _____	City/State/Zip:	Credit Hours:
Major:	Type of Degree:	Year Received:

Name of College or University:	Street Address:	Telephone Number:
Dates Attended: From _____ To _____	City/State/Zip:	Credit Hours:
Major:	Type of Degree:	Year Received:

Special Qualifications: List relevant skills, training, college courses, and special schools (trade, vocational, business or military.)												
Typing Speed _____ wpm				Computer Abilities: Excellent Strong Good Fair None								

List foreign languages and your level of ability for each by placing an "X" in the proper column.												
Language	Understanding			Speaking			Reading			Writing		
	Excl	Good	Fair	Excl	Good	Fair	Excl	Good	Fair	Excl	Good	Fair

VOLUNTEER SERVICE

List all volunteer or reserve service

From Mo/yr	Name of Organization	Job Title	
To Mo/Yr	Organization Address/State/Zip	Telephone Number	Name of Supervisor
Briefly describe your duties:			
Were you ever discharged, asked to resign, or subjected to disciplinary action while with this organization? NO YES If yes, please state circumstances:			

From Mo/yr	Name of Organization	Job Title	
To Mo/Yr	Organization Address/State/Zip	Telephone Number	Name of Supervisor
Briefly describe your duties:			
Were you ever discharged, asked to resign, or subjected to disciplinary action while with this organization? NO YES If yes, please state circumstances:			

From Mo/yr	Name of Organization	Job Title	
To Mo/Yr	Organization Address/State/Zip	Telephone Number	Name of Supervisor
Briefly describe your duties:			
Were you ever discharged, asked to resign, or subjected to disciplinary action while with this organization? NO YES If yes, please state circumstances:			

MILITARY STATUS

Have you served in the U.S. Armed Forces? YES NO Grade upon Discharge: _____ Are you a member of U.S. Reserve? YES NO If yes, complete the following:			
Grade and Service Number	Service and Component		
Organizations and Station, or Unit and Location	Active	Inactive	Standby
Indicate Reserve obligation, if any:			

VEHICLE OPERATOR'S LICENSE INFORMATION

Give the following information concerning your vehicle operator's license(s). (Driver's, Chauffeur's etc.)

Type	State of Issue	Expiration Date	License Number

Have you ever been denied issuance of a license or have you ever had a license suspended or revoked? NO YES
 If yes, explain fully:

Describe in brief any traffic accidents in which you were involved, giving approximate dates and locations:

Date of Accident (approx)	Location (City/State, etc)	Describe accident

Sworn positions only:

Vision: Corrected Uncorrected: If considered for a position, you will need to submit a statement from your doctor.

TRAFFIC AND CRIMINAL OFFENSE INFORMATION

Complete the following for each occurrence that you were detained by the police, received a summons or ticket, and/or arrested.
Include all traffic citations/offenses, criminal offenses, and all military disciplinary actions regardless of formality and punishment.

List occurrences as an adult and as a juvenile.

Date	Police/Military Agency	Location (City/State)
Offense/Charge		Disposition

Date	Police/Military Agency	Location (City/State)
Offense/Charge		Disposition

Date	Police/Military Agency	Location (City/State)
Offense/Charge		Disposition

Date	Police/Military Agency	Location (City/State)
Offense/Charge		Disposition

Date	Police/Military Agency	Location (City/State)
Offense/Charge		Disposition

Date	Police/Military Agency	Location (City/State)
Offense/Charge		Disposition

Date	Police/Military Agency	Location (City/State)
Offense/Charge		Disposition

Date	Police/Military Agency	Location (City/State)
Offense/Charge		Disposition

REFERENCES

List three persons who know you well enough to provide current and past information about you.
Do not list relatives or former employers.

Name:	Years Known:	Relationship
Complete Address: City, State, Zip	Home Phone:	
Business Address:	Business Phone:	

Name:	Years Known:	Relationship
Complete Address: City, State, Zip	Home Phone:	
Business Address:	Business Phone:	

Name:	Years Known:	Relationship
Complete Address: City, State, Zip	Home Phone:	
Business Address:	Business Phone:	

List any friends, relatives, or acquaintances employed by The Town of Hotchkiss and their relationship to you:

Name	Telephone Number	Relationship	Years Known

Do you have an active application on file with any other law enforcement agency? YES NO

Date Applied	Agency	Address	Status, if known

Have you ever been denied employment by any other police agency? YES NO If yes, list agencies and reasons.

SUITABILITY QUESTIONNAIRE

Using the following numbered classifications rate your concern for the below circumstances:

- | | | |
|--------------------------|---|---|
| 1 = NO CONCERN | – | Not a problem for me at all |
| 2 = VERY LITTLE CONCERN | – | Minor issue, but not a big deal |
| 3 = MILDLY CONCERNED | – | I would think about this at times |
| 4 = MODERATELY CONCERNED | – | I would worry about this almost all of the time |
| 5 = EXTREMELY CONCERNED | – | I could not live with this |

1 2 3 4 5

Working on Christmas, Thanksgiving or other important dates.

Working nights.

Working weekends.

Leaving your partner home alone at night.

Working rotation shifts and/or rotating days off, which may change on short notice.

Being subject to immediate call to duty for emergencies.

Being subject to working overtime without prior notice or planning.

Having to bid for vacations up to one year in advance.

Having to bid for shifts/days off on a yearly basis.

Being able to get time off for special events.

What your friends think of law enforcement.

What your family thinks of law enforcement.

Your ability to handle the stress of the job.

The possibility of “taking the job home” with you.

Your ability to cope with the reality of serious injury and death that may occur.

Your ability to cope with violent death that occurs, maybe to include children or people you know.

I authorize the investigation of any or all statements contained in this application and also authorize any person, school, current employer, except as previously noted, past employers and organizations named in this application to provide relevant information and opinions that may be useful in making a hiring decision. I release such persons and organizations from any legal liability in making such statements.

I understand that nothing in this employment application, in the company's statements or personnel guidelines, or in my communications with any Hotchkiss Police Department official is intended to create an employment contract between the Hotchkiss Police Department and me. I also understand that the Hotchkiss Police Department has the right to modify its policies without giving me any notice of the change(s). No promises regarding employment have been made to me and I understand that no such promise or guarantee is binding upon the Hotchkiss Police Department. I understand that if an employment relationship is established, I have a right to terminate my employment at any time. I also understand that the Hotchkiss Police Department retains the right to terminate my employment at any time, with or without cause.

MUST BE SIGNED IN THE PRESENCE OF A NOTARY:

Signed: _____

Notary Public



HOTCHKISS POLICE DEPARTMENT

INTEGRITY INTERVIEW QUESTIONNAIRE

Applicant Name: _____

Date: _____

THE ANSWERS YOU GIVE ON THIS QUESTIONNAIRE AND DURING ALL INTERVIEWS WILL BE VERIFIED BY A POLYGRAPH EXAMINATION IF YOU ARE A TOP APPLICANT IN THIS RECRUITMENT PROCESS.

DO YOU UNDERSTAND? ☐ Yes ☐ No

EMPLOYMENT / LAW ENFORCEMENT / MILITARY HISTORY

1. Is any part of the employment application you completed false in any way?
☐ Yes Explain: _____
☐ No _____
2. Are there any jobs you've had in the last ten years that you failed to put down on your application?
☐ Yes Explain: _____
☐ No _____
3. Have you ever been fired, released from probation, or asked to resign from any place of employment?
☐ Yes Explain: _____
☐ No _____
4. Have you ever been suspended from a job, reprimanded, written up, and/or demoted?
☐ Yes Explain: _____
☐ No _____
5. Have you ever quit a job without giving proper notice?
☐ Yes Explain: _____
☐ No _____
6. Have you ever been accused of discrimination (such as sexual harassment, racial bias, sexual orientation harassment, etc.) by a co-worker, superior, subordinate or customer?
☐ Yes Explain: _____
☐ No _____
7. Were you ever the subject of a written complaint at work?
☐ Yes Explain: _____
☐ No _____
8. Did you ever receive an unsatisfactory performance review?
☐ Yes Explain: _____
☐ No _____
9. Have you refused to work on rotating shifts?
☐ Yes Explain: _____
☐ No _____

HOTCHKISS POLICE DEPARTMENT

INTEGRITY INTERVIEW QUESTIONNAIRE

10. Have you refused to work paid overtime?
☐ Yes Explain: _____
☐ No _____
11. Have you refused to work on holidays when required?
☐ Yes Explain: _____
☐ No _____
12. Were you ever involved in a physical/verbal altercation with a supervisor, co-worker or customer?
☐ Yes Explain: _____
☐ No _____
13. Do you have previous law enforcement experience? If so, how many years, which agency?
☐ Yes Explain: _____
☐ No _____
14. While employed in law enforcement, did you receive any disciplinary actions due to misconduct, written reprimands, and/or suspensions?
☐ Yes Explain: _____
☐ No _____
15. Have you ever been terminated or resigned from a position in law enforcement as a result of an internal affairs investigation or allegation of misconduct?
☐ Yes Explain: _____
☐ No _____
16. Have you ever been or are you currently under investigation for misconduct?
☐ Yes Explain: _____
☐ No _____
17. Were you ever in the military service?
☐ Yes What Branch? _____
☐ No _____
18. Were you ever court-martialed?
☐ Yes Explain: _____
☐ No _____
19. Did you ever receive any Article 15s? _____
☐ Yes Explain: _____
☐ No _____
20. Were you ever denied a security clearance, or had a clearance revoked, suspended or downgraded?
☐ Yes Explain: _____
☐ No _____

HOTCHKISS POLICE DEPARTMENT

INTEGRITY INTERVIEW QUESTIONNAIRE

FINANCIAL RESPONSIBILITY

21. Have you ever obtained money, merchandise, anything by writing a bad check?
☐ Yes Explain: _____
☐ No _____
22. Have you ever written a check when you knew there were no funds in the account?
☐ Yes Explain: _____
☐ No _____
23. Have you been behind in paying debts for four or more months?
☐ Yes Explain: _____
☐ No _____
24. Have you ever been served with a lien?
☐ Yes Explain: _____
☐ No _____
25. Have you ever left a residence owing rent?
☐ Yes Explain: _____
☐ No _____
26. Have you ever had wages garnished?
☐ Yes Explain: _____
☐ No _____
27. Have you ever been delinquent on income or other tax payments?
☐ Yes Explain: _____
☐ No _____
28. Have you ever failed to file income tax or cheated/lie(d) on income tax form(s)?
☐ Yes Explain: _____
☐ No _____
29. Have you ever avoided paying any lawful debt by moving away?
☐ Yes Explain: _____
☐ No _____
30. Have you ever defaulted on (failed to pay) a loan?
☐ Yes Explain: _____
☐ No _____

HOTCHKISS POLICE DEPARTMENT

INTEGRITY INTERVIEW QUESTIONNAIRE

31. Have you ever spent money for illegal purposes (e.g. drugs, prostitution, purchase of fraudulent documents etc?)
☐ Yes Explain: _____
☐ No _____

32. Have you ever failed to make or been late on a court-ordered payment (e.g. child support, alimony, restitution etc.)
☐ Yes Explain: _____
☐ No _____

INTEGRITY

33. Have you ever taken money from a place where you worked?
☐ Yes Explain, including how much: _____
☐ No _____

34. Have you ever taken equipment, materials or merchandise from a place where you worked?
☐ Yes Explain, including when, items and value: _____
☐ No _____

35. Have you ever sold, released, or given away legally confidential information?
☐ Yes Explain: _____
☐ No _____

36. Have you ever lied to an employer or on an application, about education, skills or experience?
☐ Yes Explain: _____
☐ No _____

37. Have you ever falsified documentation of college degree, transcript or specialized training?
☐ Yes Explain: _____
☐ No _____

38. Have you ever called in sick to work when you weren't?
☐ Yes How many times? _____ How many times in the last three years? _____
☐ No Explain: _____

39. Have you ever falsified reasons for:
☐ Yes ☐ No Arriving late
☐ Yes ☐ No Leaving early
☐ Yes ☐ No Taking extended lunch or break

HOTCHKISS POLICE DEPARTMENT

INTEGRITY INTERVIEW QUESTIONNAIRE

40. Have you ever been counseled or disciplined for tardiness or absences?
☐ Yes Explain: _____
☐ No _____
41. Have you ever taken anything out of an establishment, including a store, restaurant or bar without paying for it?
☐ Yes Explain, including when, items, and value: _____
☐ No _____
42. Have you ever acted as a lookout or diversion to help someone take something without paying for it?
☐ Yes Explain: _____
☐ No _____
43. Have you ever given perjured testimony?
☐ Yes Explain: _____
☐ No _____
44. Have you ever filed a false police report (as a citizen or as an officer)?
☐ Yes Explain: _____
☐ No _____
45. Have you ever given false information to a law enforcement officer?
☐ Yes Explain: _____
☐ No _____
46. Have you ever offered, paid, or received a bribe?
☐ Yes Explain: _____
☐ No _____
47. Have you ever accepted gratuities or tips forbidden by employment rules and regulations?
☐ Yes Explain: _____
☐ No _____

DRIVING HISTORY

48. Your current valid driver's license number and expiration date: _____
Restrictions on your license: _____
49. Do you own a vehicle?
☐ Yes Current liability insurance expiration date: _____
☐ No Insurance company name: _____

HOTCHKISS POLICE DEPARTMENT

INTEGRITY INTERVIEW QUESTIONNAIRE

50. Have you received any traffic tickets for moving violations in the past four years?

☐ Yes Explain: _____

☐ No _____

51. Have you ever been involved in a hit and run accident?

☐ Yes Explain: _____

☐ No _____

52. Has your driver's license ever been suspended or revoked?

☐ Yes When and why: _____

☐ No _____

53. Have you ever been arrested for DUI or DWAI? Date(s): _____

☐ Yes Final disposition of charge(s): _____

☐ No _____

54. Have you ever committed DUI or DWAI and not been caught?

☐ Yes Explain: _____

☐ No _____

ALCOHOL BEHAVIOR

55. Have you ever refused to submit to a test to determine the amount of alcohol in your system (traffic stop, employer test, etc?)

☐ Yes Explain: _____

☐ No _____

56. Have you ever partaken in the unauthorized consumption of alcoholic beverages prior to or during work hours?

☐ Yes Explain: _____

☐ No _____

DRUG BEHAVIOR

57. Have you tried, used or experimented with marijuana?

☐ Yes ☐ No When? _____ How many times? _____

Where: ☐ at school ☐ at work ☐ at a party ☐ at home ☐ other: _____

When was the last time you used marijuana? _____

Explain: _____

HOTCHKISS POLICE DEPARTMENT

INTEGRITY INTERVIEW QUESTIONNAIRE

58. Have you tried, used or experimented with:

☐ Cocaine ☐ Methamphetamine ☐ Other drugs, what type: _____

When? _____ How many times? _____

Explain: _____

59. Have you ever sold, grew, manufactured, or distributed any drug, including marijuana?

☐ Yes Explain: _____

☐ No _____

60. When was the last time you were at a party / event / gathering where drugs, including marijuana, were being used? Explain: _____

61. Have you ever deliberately abused prescription medication?

☐ Yes Explain: _____

☐ No _____

62. Have you ever used steroids?

☐ Yes Explain: _____

☐ No _____

63. As an employee or an applicant, have you ever refused a drug screening?

☐ Yes Explain: _____

☐ No _____

CRIMINAL BEHAVIOR

64. Have you ever committed a felony crime?

☐ Yes Date of citation / original arrest charges: _____

☐ No Final conviction: _____

65. Have you ever committed a felony crime and not been caught?

☐ Yes Explain: _____

☐ No _____

66. Have you ever been cited or arrested for a misdemeanor crime?

☐ Yes Date of citation / original arrest charges: _____

☐ No Final conviction: _____

67. Have you ever committed a misdemeanor crime and not been caught?

☐ Yes Explain: _____

☐ No _____

HOTCHKISS POLICE DEPARTMENT

INTEGRITY INTERVIEW QUESTIONNAIRE

68. Have you ever been placed on court probation as an adult?

☐ Yes Explain: _____

☐ No _____

69. Were you ever required to appear before a juvenile court for an act which would have been a crime if committed as an adult?

☐ Yes Explain: _____

☐ No _____

70. Have you been a party in a civil lawsuit (e.g., small claims action, dissolution, custody, paternity, support, etc.?)

☐ Yes Explain: _____

☐ No _____

71. Have the police or other law enforcement been called to your home for any reason?

☐ Yes Explain: _____

☐ No _____

72. Have you or your spouse/partner ever been referred to child protective services or similar agency?

☐ Yes Explain: _____

☐ No _____

73. Have you ever committed a sexual assault offense against a child or adult?

☐ Yes Explain: _____

☐ No _____

74. When is the last time you were involved in a physical altercation / describe the incident:

☐ Yes Explain: _____

☐ No _____

75. Have you ever been a party to an emergency protective order or restraining order?

☐ Yes Explain: _____

☐ No _____

76. Have you ever fraudulently received welfare, unemployment compensation, workers' compensation, or other governmental or charitable assistance?

☐ Yes Explain: _____

☐ No _____

77. Have you ever filed a false insurance or workers' compensation claim?

☐ Yes Explain: _____

☐ No _____

HOTCHKISS POLICE DEPARTMENT

INTEGRITY INTERVIEW QUESTIONNAIRE

78. Within the past seven years or at any time have you ever committed any of the following misdemeanors?

- | | |
|--|---|
| <input type="checkbox"/> Annoying / obscene phone calls | <input type="checkbox"/> Indecent exposure |
| <input type="checkbox"/> Battery (use of force or violence upon another) | <input type="checkbox"/> Joyriding (using a car or other vehicle without the owner's permission) |
| <input type="checkbox"/> Brandishing a weapon (any type of weapon) | <input type="checkbox"/> Petty theft |
| <input type="checkbox"/> Carrying a concealed weapon without a permit | <input type="checkbox"/> Possession of alcohol as a minor |
| <input type="checkbox"/> Contributing to the delinquency of a minor | <input type="checkbox"/> Possession of falsified or altered identification, including use of another person's ID (for any reason) |
| <input type="checkbox"/> Defrauding an innkeeper (not paying for food or lodging) | <input type="checkbox"/> Possession of stolen property (including vehicles) |
| <input type="checkbox"/> Driving under the influence of alcohol or drugs | <input type="checkbox"/> Prostitution or soliciting a prostitute |
| <input type="checkbox"/> Drunk in public (being so intoxicated in a public place that you are not able to take care of yourself) | <input type="checkbox"/> Resisting arrest (including running from police) |
| <input type="checkbox"/> Hit and run collision (no injuries) | <input type="checkbox"/> Trespassing |
| <input type="checkbox"/> Illegal gambling | <input type="checkbox"/> Vandalism (including "tagging", malicious and/or property damage) |
| <input type="checkbox"/> Hunting / fishing without a license | <input type="checkbox"/> Any other act amounting to a misdemeanor within the past seven years |
| <input type="checkbox"/> Impersonating a police officer (pretending to be a law enforcement officer) | |

Explain: _____

79. At any time in your life have you ever committed any of the following:

- | | |
|--|---|
| <input type="checkbox"/> Arson (intentionally destroying property by setting a fire) | <input type="checkbox"/> Embezzlement (theft of money or other valuables entrusted to you) |
| <input type="checkbox"/> Assault with a deadly weapon | <input type="checkbox"/> Forgery (falsifying any type of document, check, certificate, license, currency, etc.) |
| <input type="checkbox"/> Theft of a vehicle and/or vehicle parts | <input type="checkbox"/> Hate crime |
| <input type="checkbox"/> Blackmail or extortion | <input type="checkbox"/> Insurance fraud |
| <input type="checkbox"/> Burglary (entering a structure or vehicle to commit theft or other crime) | <input type="checkbox"/> Possession of an explosive/destructive device |
| <input type="checkbox"/> Accessing and/or possession child pornography | <input type="checkbox"/> Stalking |
| <input type="checkbox"/> Elder abuse/neglect | |

Explain: _____

HOTCHKISS POLICE DEPARTMENT

INTEGRITY INTERVIEW QUESTIONNAIRE

OTHER TOPICS

80. Have you ever been refused a permit to carry a concealed weapon?
☐ Yes Explain: _____
☐ No _____
81. Are you now, or have you ever been, a member or associate of a criminal enterprise, street gang, or any other group that advocates violence against individuals because of their race, religion, political affiliation, ethnic origin, nationality, gender, sexual preference, or disability?
☐ Yes Explain: _____
☐ No _____
82. Do you have, or have you ever had, a tattoo signifying membership in, or affiliation with, a criminal enterprise, street gang, or any other group that advocates violence against individuals because of their race, religion, political affiliation, ethnic origin, nationality, gender, sexual preference, or disability?
☐ Yes Explain: _____
☐ No _____
83. Have you ever hit or physically overpowered a spouse or romantic partner?
☐ Yes Explain: _____
☐ No _____
84. Have you ever been placed on academic discipline, suspended, or expelled from any high school, college, university, business or trade school?
☐ Yes Explain: _____
☐ No _____
85. Have you ever been evicted or asked to leave a residence?
☐ Yes Explain: _____
☐ No _____

HOTCHKISS POLICE DEPARTMENT

INTEGRITY INTERVIEW QUESTIONNAIRE

ACKNOWLEDGEMENT

86. Did you understand all of the questions asked of you on this questionnaire and during the integrity interview?
☐ Yes Explain: _____
☐ No _____
87. Again, do you understand that if you are a top applicant these answers will be verified by a polygraph examination?
☐ Yes Explain: _____
☐ No _____
88. Have you made any false statements on this questionnaire or during the interview?
☐ Yes Explain: _____
☐ No _____
89. Is any part of the employment application you completed false in any way?
☐ Yes Explain: _____
☐ No _____
90. Are there any questions that we can answer for you at this time about these questions or this interview?
☐ Yes Explain: _____
☐ No _____

I HAVE READ, UNDERSTAND, AND BY MY SIGNATURE, VERIFY THE TRUTHFULNESS OF ALL RESPONSES ON THIS QUESTIONNAIRE AND IN ALL INTERVIEWS.

Signed: _____

Printed
Name: _____

Date: _____