Applicant Automatic Disqualifiers for All Positions within the Pennington County Sheriff's Office

1. Omission or falsification of information requested and/or provided by applicant.
   a. Failure to disclose criminal conviction, arrest or activity
   b. Failure to disclose employer misconduct, disciplinary action or termination.
   c. Falsifying education, licensure, military or certification documents or experience.
   d. Any information provided or omitted with the intention to prevent derogatory information from discovery.
2. Any felony conviction within 7 years from date of application.
3. Any violent or integrity related Class 1 or Class 2 Misdemeanor Conviction within 3 years of application date.
4. Currently under investigation for criminal involvement or in process of prosecution.
5. Currently satisfying sentence requirements such as probation, suspended license, restitution
6. Illegal drug use within 3 years application date.
7. Current abuse of alcohol or prescription drugs.
8. In compliance with the Prison Rape Elimination Act; any applicant who has been convicted or engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile or other facility as defined in 42 U.S.C 1997. And/or applicant has engaged or attempted sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse. This includes those who have been civilly or administratively adjudicated of any of the above activity.
9. Unable to obtain a valid South Dakota Driver’s License within 90 days of state residency.
10. Ineligible to obtain required position specific licensure and/or certification as governed by State Statute and Administrative Rules. This may include but is not limited to: Nurses, deputy sheriffs, EMT’s., Teachers, Substance Abuse and Mental Health Counselors, Medical Director, Nurse Practitioner and Medical Technicians.

Position Specific Exceptions to the Above:

Correctional Officer
- No felony conviction

Deputy Sheriff
- No felony conviction to include sealed and suspended sentences
- No simple assault domestic violence conviction

Factors in Selection Process that May be Disqualifying for All positions:

1. Unfavorable employment references.
2. History or workplace misconduct
3. Pattern of poor character.
4. Poor job stability
5. Failure to follow process instructions
6. Pattern of law enforcement involvements
7. Integrity related offenses such as theft
8. Other than honorable military discharge
9. History of confidentiality violations

Addendum-position specific governance.