

Applicant's Name:	
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MIKE HOLLINSHEAD SHERIFF Office of

Sheriff, Elmore County
State of Idaho
2255 East 8th North
Mountain Home, Idaho

GREG BERRYCHIEF OF OPERATIONS

Fax (208) 587-2118

Phone (208) 587-2121

Dear Prospective Applicants:

Peace officers have unique job functions, some of which can be physically demanding. A Peace Officer's capability to perform those functions can affect personal and public safety. Physical fitness underlies an officer's ability to perform the frequent and critical job tasks demanded. The minimum fitness standards identified below are levels which help determine an officer's capacity to safely learn and perform frequent compromising and sometimes critical job tasks. Higher levels of fitness are associated with better performances of physical job tasks required of Idaho Peace Officers.

All applicants are subject to a polygraph examination prior to employment and will automatically be disqualified for the following, in accordance with IDAPA 11.11.01— Rules of the Idaho Peace Officers Standards & Training (POST) Council:

- Illegal use or possession of marijuana in the past one (1) year; use of marijuana on a regular or confirmed basis within the last three (3) years
- Illegal use or possession of illegal substances within the past five (5) years
- Suspended driver's license within the last two (2) years

Applicants must score at least the minimum on the following tests:

Vertical Jump: 14.0 inchesSit-ups: 15-18 in 1 minute

• Push-ups: 21-22

9/2019

• 300 Meter Run: 74.1-77 seconds

• 1.5 Mile Run/Walk: 16 min 44 sec-17 min 17 sec

Thank you for your interest in working for the Elmore County Sheriff's Office.

Sincerely,
Mike Hollinshead, Sheriff
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The Elmore County Sheriff's Office is an equal opportunity employer. Applications are invited from all qualified applicants regardless of race, sex, religion, veteran's status, or disability.

Employment Requirements:

- Must be a US Citizen
- Age: Must be 21 years of age by examination process
- Education/Experience: High School Diploma or GED required
- **Physical/Medical:** Successful applicants must pass the pre-P.O.S.T. physical agility test, P.O.S.T. medical/vision/hearing examination, polygraph and psychological examination prior to appointment, where required. It is understood that the results of these tests will be used (in part) to determine fitness for the position you are applying for. As such, you consent to the use of those tests by personnel in the Sheriff's Office.
- Vision: Corrected: 20/20; Strong Eye Corrected: 20/20; Weak Eye Corrected: 20/50
- **Hearing:** Sufficient range of hearing that allows applicant to successfully perform duties and requirements of position, with or without aid; a hearing test may be required for certain positions
- Background: A thorough background investigation will be conducted on successful applicants identified for this
 possible position to include but not limited to, criminal/traffic history, moral character, financial affairs, work
 history, education, and personal history to include contact with co-workers, family, friends, acquaintances,
 neighbors, and associates.
- Lateral Applicants: Must have completed an Idaho P.O.S.T. certified basic academy and satisfactorily completed a probationary period with a current or prior law enforcement agency, be in good standing with either, and have at least one-year continuous experience as a full-time peace officer after the completion of the field training program. A photo copy of your P.O.S.T. Certificate must be attached to your application at the time of submission.
- P.O.S.T. Certifiable Applicants: Must have successfully completed an Idaho P.O.S.T. certified basic academy or an Idaho P.O.S.T. certified vocational program within 12 months preceding the application submission date. A photo copy of your certificate of graduation must be attached to your application at the time of submission.
- Firearms: Deputy Applicants must pass the Idaho P.O.S.T. Firearms qualification.
- **Dispatch/Administration Positions:** Applicants must be able to type a minimum of 40 words per minute. A typing test is required prior to application; the test can be taken online at several websites, or you can contact human resources for assistance in contacting the Idaho Department of Labor personnel to take it with them.
- Depending on the department you are applying for, additional testing may be required
- All applicants will be subjected to pre-employment drug testing



Applicant's Name:	

Examination Process (Deputy Applicants)

A physical agility test, polygraph, psychological examination, and oral interview may be administered; a written test is possible. Applicants may be exempt from portions of the testing at the discretion of the Sheriff.

Lateral Deputy Applicants

Minimum requirements above must be met, and:

- 1. Hold an Idaho P.O.S.T. Academy certification (attach copy to application)
- 2. Satisfactorily completed a probation period with current or prior agency
- 3. Satisfactorily completed one (1) continuous year of service assigned to a patrol division or other similar field duties
- 4. Lateral applicants that have been out of Law Enforcement for more than five (5) years must attend the Idaho P.O.S.T. Basic Academy to be recertified

POST Certifiable Deputy Applicants

Must meet all of the above requirements <u>and</u> must have completed an Idaho P.O.S.T. certified Basic Academy or an Idaho P.O.S.T. certified Vocational Program within 12 months preceding the application of submission date.

You WILL NOT be eligible to be an employee of the Elmore County Sheriff's Office if:

- You are not 21 years of age.
- You do not possess or cannot obtain a valid driver's license.
- You have not graduated from an accredited high school, or do not hold a GED.
- You do not have the minimum required work experience.
- You are not a citizen of the United States.
- You have been dishonorably discharged, less than honorable, or received a bad conduct discharge from the military.
- You have been convicted of D.U.I. within the last two (2) years or have had two (2) DUIs within the last five (5) years. A diversion or reduction to lesser charge or withheld judgment is the same as a conviction.
- You have four (4) or more moving violations in the three (3) years preceding application.
- You have had your driver's license suspended within the last two (2) years.
- You have been convicted of any felony charges, traffic or criminal.
- You have been convicted of any misdemeanor charges in the past five (5) years.
- You have used or possessed marijuana within the past one (1) year; or have used marijuana on a regular, confirmed basis within the past three (3) years.
- You have used or possessed any illegal controlled substances within the past five (5) years.
- You have EVER manufactured, sold, offered to sell, distributed, or transported, for sale or use, any illegal drugs/narcotics illicitly or outside the official duties of a law enforcement officer.
- You have been convicted of any crime involving deceit.



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- You do not successfully pass a polygraph or you cannot be certified medically by physicians.
- You have been convicted of a crime or have been found to be mentally incompetent in any jurisdiction, including domestic violence related crimes, which precludes you from possessing a firearm.
- You do not possess good moral character as determined by background investigation.

You ARE NOT LIKELY to be eligible to be an employee of the Elmore County Sheriff's Office if:

- Your traffic history shows a continuing and/or recent pattern of poor decision making
- Your financial affairs or personal life shows a history of poor judgement or refusal to confront problems (Example: Nonpayment of child support, ignoring overdue bills, etc.)
- You have a pattern of involvement with illegal drugs
- Your work history shows a pattern of unexcused absences, discipline, or discharge
- You have recently or are currently misrepresenting yourself or ignoring any laws. (Example: Not paying taxes, using a false address for school tuition purposes)
- People who know you have doubts about your honesty, integrity, or character
- You have been involved in any significant misdemeanor activity
- You have received an administrative discharge of "General under Honorable Conditions," or an "Uncharacterized" discharge from the military
- You have ingested, inhaled, injected, or absorbed any substance with the intent to alter your mental state or create a physiological change

Drug Use Disqualifications:

- Any illegal drug use within the last five (5) years with the exception of marijuana
- Use of marijuana within the last (1) year; or regular, confirmed use within three (3) years
- Any illegal use of amphetamines/methamphetamines within ten (10) years
- Any use of heroin within ten (10) years
- Any illegal opiates/narcotics or abuse of prescribed opiates/narcotics within five (5) years
- Any use of hallucinogenic drugs (mushrooms, LSD, PCP, etc.) ever
- Illegal use of cocaine, regardless of its form, within the last seven (7) years
- Participating in the manufacturing, selling, offering to sell, distribution or transporting for sale any illegal drugs/narcotics, regardless of time frame
- Use of illegal drugs while employed by a law enforcement agency, regardless of the time frame
- Use of non-prescribed steroids, regardless of form, within the last five (5) years

Automatic Disqualifiers-Prison Rape Elimination (PREA) efforts and regulations require:

• The agency shall not hire or promote anyone who may have contact with inmates, and shall not enlist the services of any contractor who may have contact with inmates, who:



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- Has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997);
- Has been convicted of engaging or attempting to engage in sexual activity in a 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; or
- Has been civilly or administratively adjudicated to have engaged in the activity described in the above section.

How to Apply:	

Complete the following application and mail/return in person to:

Elmore County Sherriff's Office 2255 East 8th North Mountain Home, ID 83647

<u>Application must be completed in entirety and notarized;</u> failure to complete application, or applications completed illegibly, will not be considered



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Application for Employment

Application must be typewritten or printed legibly in ink. Please answer all questions to the best of your ability. Omitted or false information will disqualify the applicant.

Name: (Last, First, Middle):			
Position Applying For: <i>Please check the box</i>	listed above the Division you	wish to apply for:	
Patrol Detective Dispatch Marine Patrol	County Jail Court House Se	curity Administration F	Reserves
Date of Birth:	Social Security Number:		
E-mail address:			
Physical Address:	City:	State:	Zip:
Mailing Address:	City:	State:	Zip:
Primary Phone Number: ()	Alternate Phone	e Number: ()	
Have you ever been employed by Elmore Co	ounty? Yes No	If Yes give date(s):	to
Are you related by blood or marriage to any	person now employed by Elr	more County? \	'es No
If yes, provide name and relationshi	p to you		
Arrest History/Court Information/	Convictions		
Have you ever been convicted of a felony or	misdemeanor? Yes	No	
Have you ever served time in prison?	Yes No		
Have you ever been arrested, charged, or re contest, pled guilty to any criminal violation probation, regardless if the record is sealed	or citation, received a withh	eld judgement, or equiva	lent, or a prosecutor's
If you answered yes to ANY of the questions were not formally charged, made no court a judgement or equivalent to any charge for w forfeiture of collateral or payment of bond,	appearance, found not guilty, which adjudication was withh	no contest, Alford plea, i eld, or matter settled by	received a withheld payment of fine or

dates, charge place, and action taken. A YES answer in this section will not necessarily automatically disqualify you from employment, HOWEVER, failure to disclose this information can and will disqualify you as an applicant.



Аp	plicant's Name:	

Driving History				
Driver's License #			Issuing State	::
Expiration Date:		Lic	ense Restrictio	ns:
Have you ever been de	nied issuance of	a license, or have you	ever had a licer	se suspended or revoked?
Yes No If y	es, please provido	e details below. Pleas	e include date(s) license was suspended.
L Have you ever held an and approximate dates		in another state?	Yes No.	If Yes, please provide state(s), name used
Issuing State	Name Used		Approx. Dates	Held (MM/YY-MM/YY)
Have you ever had autoinsurance? Yes				en required to obtain special risk
Have you ever received the following section.	d a citation or bee	en charged with a traf	fic violation?	Yes No. If yes, please complete
Date		City, State		Charge/Citation



Applicant's	Name:		
applicant s	ranic.		

Personal History						
Are you a United States Citize	en? Yes	No				
If you are a naturalized citizer	າ, please provi	de the location of n	aturalization	, court, and natu	ıralization ‡	t:
Can you perform all essential List all other names (including				le accommodati	ons?	Yes No
			Те разе.			— 2424 hay
Name	Circumstanc	<u>:e</u>		From MM/YY		To MM/YY
Education and Training	;					
High School or GED Name/A	Address	Dates Attended	Years	Did You	Type of D)egree
		MM/YY-MM/YY	Completed	Graduate?		
College/University Name &	Address	Dates Attended	Years	Did You	Type of D	Degree
		MM/YY-MM/YY	Completed	Graduate?		
		1				



Applicant's Name:	

Other Schools (Trade, Vocational, Business or Military) Name & Address	Dates Attended MM/YY-MM/YY	Years Completed	Did You Graduate?	Type of Degree
Describe any awards, honors, citations por received while attending school:	ositions held in school	organizations	, and any other	special recognitions you
Have you ever been expelled or suspende	ed from school?	Yes No	o If yes, please e	xplain:
List any foreign languages you can speak/	read/write, and the c	legree of profi	iciency:	
List any Law Enforcement Training/Educa	tion: (Attach addition	al sheets if ne	cessary)	
Topic of Training	Certificate?	Date	Training Loc	cation
		1		

Describe any special abilities, interests, and hobbies including the degree of proficiency:



Applicant's Name:	

Technology Skills

Check all skills and software applic	ations you have experience using:	
	indows Microsoft Word Microsoft Access Design/Maintenance E-Mail Internet	
Other:		
	ronologically your employment history for the past five mer and part-time employment while attending school. t forth dates of unemployment.	
Employer:		
Address:		
Telephone: ()	Supervisor:	
Position:	Dates of Employment:	to
Reason for Leaving:		
Employer:		
Address:		
Telephone: ()	Supervisor:	
Position:	Dates of Employment:	to
Reason for Leaving:		
Employer:		
Address:		
Telephone: ()	Supervisor:	
Position:	Dates of Employment:	to
Reason for Leaving:	· · · · · · · · · · · · · · · · · · ·	



Applicant's Name:	

Employer:		
Address:		
Telephone: ()	Supervisor:	
Position:	Dates of Employment:	to
Reason for Leaving:		
Employer:		
Address:		
Telephone: ()	Supervisor:	
Position:	Dates of Employment:	to
Reason for Leaving:		
Employer:		
Address:		
Telephone: ()	Supervisor:	
Position:	Dates of Employment:	to
Reason for Leaving:		
Have you ever been dismissed, asked to r volunteer position you have held? —— Ye	resign, or had any disciplinary action taken aga es Do If yes, please explain:	inst you from any employment or
Have you ever resigned or left a job by moperformance? Yes No If yes, p	utual agreement, following allegations of misc lease explain:	conduct or unsatisfying job



Apı	plicant's	Name:	

Please list every state you have lived and/or worked in, and approximate dates:

Dates	L	ived/Worked	/Both	
References				
•	•	_	ease be sure	to include email
assists with the backgr	ouria irrestiga	tion.		
			Years Kno	own:
	City:		State:	Zip:
	Email:			
	Work Phone N	lumber:		
			Years Kno	own:
	City:		State:	Zip:
	Email:			
	Work Phone N	lumber:		
			Years Kno	own:
	City:		State:	Zip:
	Email:			
	References Persons not related to yet assists with the backgr	References Persons not related to you by blood or assists with the background investigated to you by blood or assists with the background investigated to you by blood or assists with the background investigated to you by blood or assists with the background investigated to you by blood or assists with the background investigated to you by blood or assists with the background investigated to you by blood or assists with the background investigated to you by blood or assists with the background investigated to you by blood or assists with the background investigated to you by blood or assists with the background investigated to you by blood or assists with the background investigated to you by blood or assists with the background investigated to you by blood or assists with the background investigated to you by blood or assists with the background investigated to you by blood or assists with the background investigated to you be you by blood or assists with the background investigated to you be y	References Persons not related to you by blood or marriage. Please assists with the background investigation. City: Email: Work Phone Number: Email: Work Phone Number: Email: Email: Email: Email: Email:	References Dersons not related to you by blood or marriage. Please be sure



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C	/Duiou L	au, Enfa		Experience	
Lurreni	/Prior L	aw rnio	rcemeni	Experience	

	ment certification ever been suspended, or any other state's law enforcement co		
	awsuits (however characterized) filed agets, or omissions by you.	ainst you or your emplo	ying agency based on allegatior
Agency	Plaintiff(s)	Approx. Date	Court Where Filed
dentify all disciplinary	y actions taken against you (however ch	aracterized) by a law en	forcement officer:
Agency	Supervisor Taking Action	Approx. Date	Basis/Form of Discipline
Agency	Supervisor Taking Action	Approx. Date	Basis/Form of Discipline
Agency	Supervisor Taking Action	Approx. Date	Basis/Form of Discipline
Agency	Supervisor Taking Action	Approx. Date	Basis/Form of Discipline
Agency	Supervisor Taking Action	Approx. Date	Basis/Form of Discipline
dentify all circumstan	Supervisor Taking Action		
dentify all circumstan			
dentify all circumstan	nces in which you have been requested o	or ordered to take a poly	graph, CVSA, or other truth
dentify all circumstan	nces in which you have been requested o	or ordered to take a poly	graph, CVSA, or other truth



Military History

Have you ever served on	active duty in the Arr	ned Forces of the Unit	ed States?	es No	
Branch of Service:		Highest Rank:			
Duty Dates: From:	To:	From:	To:	-	
From:	To:	From:	To:	_	
Dates and type of Dischar	ge:				
Are you or have you ever	been a member of a	reserve unit or the Na	tional Guard?	Yes No	
If yes, state the branch of	service, name and loc	cation of your unit:			
Discharge Type: state the	type of discharge you	received, and provide	a copy of your DE)-214:	
Was there any type of dis	cipline taken against	you while in the servi	ce? Yes	No	
If yes, provide: Date:	Place:				
Nature of Offence:		Action	Taken:		
Have you served in the A	rmed Forces in a fore	ign country?	□ No		
If yes provide: Country:		Dates:			



Applicant's Name:	

Veteran's Preference

(Reference I.C., Title 65, Chapter 5, and U.S.C2108)
If you are NOT claiming Veteran's Preference, please initial here and proceed to the next section. Per Idaho Code, Title 65, Chapter 5, Employer will afford a preference to employment of veterans. In the event of equal qualifications and experience between candidates for an available position, a veteran who qualifies will be preferred. If claiming preference, please complete the information below and attach a copy of your DD-214 to this application. The term "active duty" means full-time duty in the Armed Forces, but NOT active duty for training.
Preference Eligible Veterans: I served on active duty in the Armed Forces of the United States for a period of more than 180 days and was honorably discharged.
☐ I have a service-connected disability of 10% or more
I am the spouse of an eligible disable veteran, who has a service-connected disability
☐ I am the widow or widower or an eligible veteran and have remained un-married
☐ I have attached a copy of my DD-214. Veteran's preference will not be considered without this document.
Organization Membership
Are you now, or have you ever been, a member of any foreign or domestic organization, association, movement, group or combination of persons which advocates or approves the commission of acts of force or violence to deny other persons their rights under the Constitution of the United States, or which seeks to alter the form of government of the United States by unconstitutional means? Yes No If yes, please explain, including name of organization, dates of membership and location:
Have you ever made a financial or other material contribution to any organization of the type described above? Yes No If yes, please explain, including name of organization, date(s), and location:
If applicable: At the time of your membership, participation, or contribution, did you know of any unlawful aims of the organization? Yes No If yes, explain including name of organization, dates, and location:



Signature/Certification of Accuracy and Notary Seal

the best of my knowledge, and I understand that any disqualification of this document and, if employed by information may result in my discipline up to and incluinvestigation disclose inaccurate, incomplete, or misle	ich and every statement made on this form is true and complete to misstatement or omissions of any information will subject me to this Agency, I acknowledge that my failure to update this uding termination from employment. I understand that should an eading answers, my application may be rejected and my name employer, and if employed, my termination from employment.
Signed this day of, 20	
 Signature in Full	Printed Name in Full
organical control of	Timed Name in Fair
	Notary
State of) :ss. County of)	
	e undersigned notary public in and for said State, personally ed to me to be the person whose name is subscribed to the within cuted the same.
IN WITNESS WHEREOF, I have hereunto set my hand a above written.	and affixed my official seal the day and year in this Statement first
Notary Public Notary Public in and for the State of	
Residing in	(Official Seal)
My Commission Expires: 20	



Applicant's Name:	

Release of Information

Maiden Name and All Aliases:	
Date of Birth:/	
I hereby authorize any authorized representative bearing this release, or copy thereof, to obtain any information in files pertaining to me including, but not limited to, achievement, attendance, personal history, disciplinary record credit records, criminal history records, training records, and educational records. I specifically authorize all of my employer(s) to give their opinions about my prior work history, work ethic, whether or not they would rehire me any other opinions that may be pertinent to my application for employment with the requesting agency.	ds, prior
I hereby direct you to release such information upon request of the bearer. This release is executed with further knowledge and understanding that the information is for the official use of the requesting agency. Consent is grant the agency to furnish such information, as is described above, to third parties in the course of fulfilling its official responsibilities. I hereby release you, as the custodian of such records, and your employer, education institution, or bureau or consumer reporting agency, including its officers, employees, and related personnel, both individually and	ed for edit d y or
collectively, from and all liability for damages of whatever kind, which may at any time result to me, my heirs, famil associates because of compliance with this authorization and request to release information, or any attempt to conwith it. A photocopy of this form will be as effective as the original. I hereby authorize the National Records Center, St. Louis, Missouri, or other custodian of my military record release information of photocopies from my military personnel, including a photocopy of my DD 214, Report of Separation to the above listed agency and address. Signed this the day of, 20	
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