

BENTON COUNTY EMERGENCY SERVICES

SOUTHEAST COMMUNICATIONS CENTER

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EMERGENCY COMMUNICATIONS DISPATCHER POSITION HIRING STANDARDS

Candidates for the Emergency Communications Dispatcher position should review and verify they meet all the Southeast Communications Center (SECOMM) Hiring Standards prior to proceeding with the application process. SECOMM may elect to stop the background process at any time if candidates have failed to validate their personal and professional history meets SECOMM's Hiring Standards.

Required Traits and Qualifications:

All candidates are required to successfully pass the pre-employment testing and thorough background process, which includes a pre-employment polygraph and psychological evaluation. Because every member of our team is a part of the public safety system, their integrity must be beyond reproach. We do not expect applicants to have a perfect past, but being honest about your past is critical to successfully passing the hiring process. You must be able to demonstrate that you have a work and personal background consistent with the following SECOMM requirements:

- Positive work history, including good attendance.
- Strong work ethic and a high level of integrity.
- Track record of acting in a manner appropriate for a representative of the public safety community.
- Ability to maintain public trust.
- Demonstrated ability to work as part of a team and to maintain effective working relationships with coworkers and superiors.
- Ability to respond appropriately to stress, and to maintain emotional control while in stressful situations.
- Willingness to be patient, non-judgmental, and accepting of other people, and a desire to serve and help people regardless of their identity or beliefs.
- Ability to be flexible, listen to others, and accept constructive criticism.
- Self-motivation and the ability to work with little or no supervision.

Disqualifiers from Employment Consideration:

The following are some examples of history that may disqualify you from employment with a public safety agency:

- 1. Drug Usage Standards** - Applicants may have experimented with and/or casually used drugs, including illegal drugs and the illegal use of prescription drugs, at some point in the past. When looking at an applicant's past we consider circumstances surrounding events, frequency of use (how often used such as daily/weekly/occasional, etc.), number of times used, and how recent the last usage

was. Perfection is not expected. However, honesty is vital to successfully passing the background and having a successful career with SECOMM. Any such use in violation of standards stated below will disqualify an applicant from consideration.

- No injection of illegal drugs regardless of time frame.
- No use/possession of marijuana/hashish or any THC product (vaping, edibles, etc.) within the last thirty (30) days from date of application. All marijuana usage, whether recreational or medicinal, will be evaluated on a case-by-case basis.
- No use of hallucinogens, heroin, crack, meth, angel dust or similar illegal drug over three (3) times.
- No participation in the manufacture, selling, offering to sell, distribution or transportation for sale of any illegal drugs/narcotics, regardless of timeframe.
- Use of any controlled substance while employed in a public safety capacity.

Please note that the use of illegal drugs and the illegal use of prescription drugs means the use of one or more drugs, the possession or distribution of which is unlawful under the Uniform Controlled Substances Act.

2. Criminal Activity - An applicant's criminal record, including all arrests, prosecutions, deferred prosecutions, "Alford" pleas, and non-conviction information will be thoroughly assessed and may be grounds for disqualification from employment. The following will be disqualifying:

- Any adult felony conviction.
- Any misdemeanor or felony conviction while employed in a criminal justice and/or law enforcement capacity.
- Any domestic violence conviction.

3. Other Disqualifying Criteria

- The candidate does not meet the minimum qualifications required for the position.
- The candidate received a bad conduct or dishonorable discharge after serving with a branch of the United States military.
- The candidate falsified their application or any other required documentation, failed to disclose pertinent information or acknowledge involvement in illegal conduct (both past and present), or lied during any stage of the hiring process.
- The candidate distorted or misrepresented information provided or discovered during the background process or intentionally provided misleading information.