



I. DISQUALIFIERS FOR EMPLOYMENT FOR SWORN OR NON-SWORN

The following are absolute disqualifiers for employment with the Muleshoe Police:

1. Conviction or admission of any felony.
2. Conviction of any Class A or B misdemeanor in the past 10 years.
3. Conviction or admission of any illegal drug use within the past 5 years, or use of marijuana within the past two years.
4. Conviction of family violence within the past 10 years.
5. Dishonorable discharge from the military.
6. Having been on or currently on court-ordered supervision or probation for any criminal offense of the grade of Class B misdemeanor or above in the last ten (10) years
7. Currently being under indictment.
8. Being prohibited by State or Federal law from operation a motor vehicle;
9. Having ever used substances to include but not limited to: LSD, PCP, Cocaine, Methamphetamine or any other similar type of substances, or having used marijuana within 2 years of application date.
10. Having ever been convicted of the misdemeanor offense of indecent exposure or delivery of any amount of marijuana with or without remuneration.
11. Having been convicted for four (4) or more hazardous traffic violations within twelve (12) months preceding date of application;
12. Having been convicted of seven (7) or more hazardous traffic violations within twenty-four (24) months preceding date of application

II. TEMPORARY DISQUALIFIERS FOR EMPLOYMENT FOR SWORN OR NON-SWORN

The following are temporary disqualifiers for employment as a sworn officer:

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| 1. Unable to meet TCOLE licensing/certification requirements | Until Corrected |
| 2. Unable to effectively read, write or communicate in English | Until Corrected |
| 3. Unable to meet minimum qualifications | Until Corrected |
| 4. Unable to physically/mentally perform necessary functions of position, unless a reasonable accommodation can be made. | Temporary or Permanent |
| 5. Failure to pay contractual debts (Factors will be considered) | Resolution may Re-qualify |
| 6. Conviction, pleading to or admitting to Class B misdemeanor (except for admission to possession/use of marijuana which is 2 years) | 10 years from date of occurrence |
| 7. Failure to complete/satisfactorily meet any employment process requirements | 1 year from date of occurrence |
| 8. Failure of comprehension/physical assessment exam | 6-months from date of occurrence |
| 9. Unsafe driving record as defined by Town policy | Until within policy guidelines |
| 10. Unstable work history, which may include short terms of employment over the candidates' employment history or anything else that may be deemed unsuitable at the time. | At least 2 years |