

CITY OF LAS VEGAS

SWORN LAW ENFORCEMENT OFFICER POSITIONS

APPLICANT HIRING STANDARDS

The City of Las Vegas adheres to strict hiring policies when evaluating applicants for employment. All applicants will be required to participate in an extensive background investigation. The following areas will be considered during this process.

AGE, EDUCATION AND EXPERIENCE

- Pursuant to NAC 289.110, applicants for commissioned positions must be 21 years of age, and
- Possess a high school diploma or GED at time of application.

CITIZENSHIP

- Pursuant to NAC 289.110, the applicant must be a U.S. citizen at time of application.

ALCOHOL

- Any conviction within the past 12 months is disqualifying, including DUI.
- Two or more alcohol related incidents in the past 48 months is disqualifying.

MARIJUANA, NARCOTICS OR HALLUCINOGENIC DRUGS

- All applicants, including those applying for part-time or volunteer positions, will be required to pass a pre-employment drug test.
- A positive drug test for any controlled substance is disqualifying.
- Sale, distribution, trafficking or use of any controlled substance could be disqualifying.
- All positive drug tests are reviewed by a medical review board.

DRIVER'S LICENSE

- Each applicant must have a valid driver's license on the date of application.
- State law requires residents to acquire a Nevada driver's license within 30 days of Nevada residency.
- Suspensions, revocations or cancellations of driver's license within the last three years will be reviewed on an individual basis.

CONVICTIONS

- Conviction of a crime requiring registration under NRS 207.090 or 207.153 (No Felony Convictions) or NRS 207.152 (Sex Offense) is disqualifying.
- Conviction of a Gross Misdemeanor and/or two or more misdemeanors, other than traffic offenses, within the last five years is disqualifying.
- For any position, which may be required to carry a firearm, conviction of domestic violence or domestic assault is disqualifying.
- Other conviction records will be evaluated on an individual basis.

MILITARY

- Separation from any branch of the United States Armed Forces under less than "honorable" conditions, or separation honorably from the Armed Forces for reasons of unsuitability or misconduct is disqualifying.

WARRANTS

- Any active warrant at the time of background interview is disqualifying.

LAW ENFORCEMENT WORK HISTORY

- Decertification from any law enforcement agency is disqualifying.
- Termination for cause by another criminal justice agency is disqualifying.
- Any stated reason by the applicant which positively indicates he/she cannot do the functions of the position for which he/she applied is grounds for disqualification.
- Other factors not cited above may prove to be disqualifying if it is determined to be in the best interest of the City of Las Vegas.

PUNCTUALITY

- Reporting late for any phase of the testing is grounds for disqualification.

PERSONAL APPEARANCE

- While on duty, and/or representing the City of Las Vegas, uniformed or otherwise, all department employees will be neat and clean in their appearance in public.
- Employees are prohibited from attaching, affixing, or displaying objects, articles or jewelry on or through the nose, tongue, eyebrow, or other exposed body part, except females are allowed one post or stud earring per ear, while on duty.
- All employees are prohibited from stretching or “gauging” their earlobes.
- Any jewelry implants will not be exposed or visible while on duty.
- Tattoos or branding will not be exposed or visible while on duty and/or representing the City of Las Vegas or the Department. Such markings must be covered by clothing and may not be covered by make-up or bandages.
- Tattoos or branding anywhere on the body that promote racism/discrimination, indecency, extremist or supremacist philosophies, lawlessness, violence, or contain sexually explicit material are prohibited.

TRUTHFULNESS/INTEGRITY

- Any misrepresentations, either intentionally or unintentionally, will be grounds for disqualification.
- Final applicants will be required to submit to a test using a truth verification device.
- Any evidence that an applicant has willingly provided false or misleading information during the application and testing process or in his/her written application or background questionnaire, or has cheated during any portion of the testing process, will be grounds for disqualification.

AREAS OF CONCERN

- Citizenship
- Age
- Educational history
- Employment history
- Military history
- Driving history
- Financial history
- Criminal history/Involvement
- Truthfulness/Character issues