



Chatham County Police Department

Jeffrey M. Hadley, Chief of Police

Background Standards for Police Applicants

Driver's License History Must Not Contain:

- Suspensions in the past three (3) years (except for insurance cancellation) and no two (2) suspensions in the past seven (7) years.
- Three (3) or more moving violations in the past two (2) years and no more than six (6) in the past seven (7) years.
- DUI/DWI charge with the disposition of Nolo Contender, conviction or plea within the past five (5) years, and no two (2) in the past seven (7) years.
- Vehicular Homicide or hit and run charges/arrest.
- Fleeing or Attempting to Elude the Police charges/arrest.

Criminal History Must Not Contain:

- Pending Criminal Cases
- Convictions, Nolo Contender or pleas involving Sexual Offenses, Domestic Violence Act or Impersonation of a Police Officer, Perjury or False Statements.
- Felony convictions and Nolo Contender or pleas involving felony arrests including first Offender pleas.
- Serious Misdemeanor Convictions, Nolo Contender or pleas including First Offender pleas.

Illegal drug use/ possession/ sales:

- Distribution, sale, manufactured or transported any illegal drug or controlled substance without legal authorization.
- Marijuana use within the past year, domestic or foreign.
- Use of any controlled substance to include marijuana; will be reviewed on a case-by-case basis.
- Any legal drug abuse in the last seven (7) years (case by case review of Adderall/Ritalin).
- Any illegal drug use in the last seven (7) years (excluding marijuana, but including anabolic steroids).

Applicants will Be Disqualified on the Following:

- Untruthfulness or the omission of information throughout the application process.
- Anything other than Honorable Discharge from any military branch.

- Membership or association with any hate or terrorist group.
- Fired with cause from more than one job in the past three (3) years.
- Unauthorized use of alcohol during work hours.
- Any shoplifting/ retail fraud conviction in the past five (5) years.
- Conviction of theft or financial crimes or fraud crimes for benefits or compensation.
- Commission of assault or battery conviction in the past three (3) years.

Those with Prior Law Enforcement Experience to meet the above standards and the following:

- Currently under review/investigation by a certifying agency (i.e. POST).
- Any disciplinary action or sustained complaint for offenses of a serious nature, which includes, but is not limited to sexual harassment, truthfulness, insubordination, or use of force.
- No three (3) or more sustained at-fault vehicle accidents.
- Unjustifiable use of deadly force.

Each candidate is considered based on the “totality of the person.” All available, reliable information, past and present, favorable and unfavorable, is evaluated regarding the suitability for employment during the hiring process. This comprehensive approach ensures that individuals selected for law enforcement roles possess the necessary character, integrity, and mental fortitude to serve effectively and responsibly. The following areas may result in applicants being disqualified from the hiring process: credit history including bankruptcy and collections; past drug use; inappropriate social media; driving history, work history; criminal activity and associations with known criminals; and inappropriate tattoos.