

Bowie City Police Department - General Orders



TITLE: BACKGROUND INVESTIGATIONS		NUMBER: 316
EFFECTIVE DATE: 4/8/16		REVIEW DATE:
X_NEW _ AMENDS _ RESCINDS	DATE:	

AUTHORITY Chief John K. Nesky	ACCREDITATIONS STANDARDS 32.2.1, 32.2.2, 32.2.3, 32.2.4, 32.2.5, 32.2.6, 32.2.7, 32.2.8, 32.2.9, 32.2.10	TOTAL PAGES 4
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I. POLICY

It is the policy of the City of Bowie Police Department to do thorough background investigations on all employees.

II. PROCEDURES

A. A background investigation of each candidate will be conducted prior to appointment to probationary status. Whenever practical, the investigation should be done in person, and should include a home visit with the candidate and his/her family, as well as interviews with neighbors, employers and fellow employees.

1. The background investigation will include the following:

a. Verification of the all candidate's qualifying credentials, including:
(CALEA 32.2.1.a)

(1) Review of criminal history, if any; (CALEA 32.2.1.b)

(2) Verification of at least three (3) personal references;
(CALEA 32.2.1.c)

(3) Interviews with current and previous employers;

(4) Educational achievement(s);

(5) Age;

(6) Citizenship;

(7) Interviews with current and previous landlords;

(8) Credit history;

(9) Polygraph;

(10) Psychological assessment (sworn);

(11) Medical examination:

(12) Drug screening; and,

(13) Driving record review.

(14) Social Media Check

B. Backgrounds-Investigator Training: All background investigators will be trained in collecting required information. The training will be provided under the direction of the Captain. (CALEA 32.2.2)

C. Background Records: (CALEA 32.2.3)

1. The record of each non-selected candidate's background investigation will be maintained on file for at least three (3) years.
2. Candidates who are granted probationary status and/or subsequent permanent status will have their background investigation maintained on file by the Department for at least six (6) years after termination of employment.

D. Polygraph-Pre-Employment:

1. Candidates who are scheduled for polygraph examinations will be provided a copy of the list of areas from which the polygraph questions will be drawn prior to examination. (CALEA 32.2.4)
2. For candidates to give their informed consent, it is reasonable for them to know the full nature and extent of the inquiry. Relevant questions that will have a bearing on the selection decisions will allow for a better understanding of what is going to be asked of them.
3. Each candidate will be provided with a Polygraph Testing Notice.

E. Polygraph-Examiner Qualifications: The polygraph operator administering the examination and evaluating the results in the selection process will have professional training and credentials in the use and interpretation of this investigative tool. (CALEA 32.2.5)

F. Polygraph-Use of Results: Polygraph examination results will not be the single determinant of employment status. The polygraph is only an investigative aid. Polygraph results together with other information from background investigation are analyzed to make pre-employment decisions. (CALEA 32.2.6)

G. Medical Examinations-Pre-Employment:

1. A medical examination of each sworn candidate will be conducted prior to appointment to probationary status, using valid, useful, and nondiscriminatory procedures. The purpose of the examination is to reveal any medical problems which may affect work performance or contribute to work related disabilities. (CALEA 32.2.7)
2. The following examinations are generally performed for all sworn officers:

- a. Medical history;
- b. Anatomic examination;
- c. Hearing test;
- d. Vision test;
- e. Maximum performance stress test (treadmill);
- f. Exercise and recovery blood pressure;
- g. Urinalysis;
- h. Blood test;
- i. EKG;
- j. X-ray; and,
- k. Any other necessary examination needed to determine if candidate is qualified.

3. All civilian employees will be given a thorough general medical examination that will include a urinalysis.

4. Only licensed health-care practitioners will be used to certify the general health of candidates.

H. Psychological Fitness-Pre-Employment:

1. A psychological examination designed to assess the emotional stability and psychological fitness of each sworn candidate and civilian call taker applicants will be conducted prior to appointment to probationary status, using valid, useful and nondiscriminatory procedures. (CALEA 32.2.8)
2. The assessments are conducted by licensed psychologists who have been certified by the American Psychological Association, and receive their degrees from universities recognized by the United States Council of Higher Education.
3. The psychologist's final report will identify strengths and weaknesses of each candidate. The overall recommendation will reflect one of two classifications:
 - a. Recommended; or,
 - b. Not recommended.

I. Pre-Employment Examinations-Records: (CALEA 32.2.9)

1. The record of the results of the medical examination, emotional stability, and psychological fitness examination will be retained in a secured confidential file for the following time periods:
 - a. Unqualified candidate-Three (3) years.

b. Probationary or permanent-Six (6) years after termination of service.

2. The record of each non-selected candidate's background investigation will be maintained on file for at least three (3) years.

3. Candidates who are granted probationary status and/or subsequent permanent status will have their background investigation maintained on file for at least six (6) years after termination of employment.

J. Social Media Checks of sworn and non-sworn police applicants will be utilized during the background investigation in a consistent, and equitable manner, to ensure that these checks do not discriminate against applicants or violate their privacy. See General Order Social Media

K. Probation-Entry Level: All employees, sworn or non-sworn, will have a minimum probationary period of twelve months. (CALEA 32.2.10)

L. INTERNS AND VOLUNTEERS:

Will undergo a background designated by the Chief of Police