

Applicant Name: _____

Investigator Name: _____

Date: _____

Attachment I

APPLICANT INTERVIEW QUESTIONS

1. Are you a U. S. Citizen? If not, naturalization papers required.

2. Are you at least 20 years of age?

3. Do you have a high school diploma (public or home school), high school equivalency credential, or college degree? (Name of school and date received.)

4. Have you attended any other educational or learning institutions? List any disciplinary actions received while in attendance. Names and dates:

5. Did you obtain an Associate, Bachelor, Masters or Doctorate Degree from any of these institutions?

6. What was the field of study that your degree was obtained in?

7. Do you have a valid driver's license? (What state and operator number?)

8. In what other states have you been licensed to operate a vehicle in the past?
[License number(s) and State(s)]

9. Has your driver's license ever been suspended or revoked?
If so, when and why?
10. Have you ever been arrested for DWI or DUI?
11. How many citations have you received since you began driving?
12. Starting with the most recent citation, give the year, location, violation and disposition. This should include any citations that were dismissed or given prayer for judgment in court.
13. What are your personal strengths?
14. What are your personal weaknesses?
15. What do you consider to be good traits for a police officer?
16. Which of these traits do you consider yourself to have?
17. Why do you want to become an officer?

18. Have you ever applied for employment with this department in the past? When?
19. Are you applying or have you applied to other enforcement agencies, including any Federal, state or local agencies? If so, what agencies and when?
20. Have you ever been denied employment by a law enforcement agency, corrections agency, or security agency which required certification or licensure from any Commission, Board or Agency after a conditional offer of employment was made? ☐ Yes ☐ No If yes, provide Commission, Board or Agency name and the reason for the denial:
21. Do you know any law enforcement, corrections, or other criminal justice officers? Who and what department?
22. Do you have any relatives employed by this agency?
23. Discuss your thoughts about making a career in this field?
24. How did you learn about our department?
25. What are some of your hobbies?
26. Do you speak a foreign language, and to what proficiency?

27. Who have you been previously employed by and when? List all jobs, positions or appointments you have held to include temporary, part-time, paid or not paid employment, active or inactive reserve, and internships.
28. Have you ever been discharged, requested to resign, allowed to resign in lieu of termination, or resigned under investigation, from any position because of criminal or personal misconduct or rules violations?
☐ Yes ☐ No
If Yes, provide organization name and the reason(s) for discharge or termination:
29. Describe any criminal involvement that you may have had in the past since turning 16 years of age. This is to include taking pens/pencils from an employer; taking change from a drawer at work for a drink; money out of a cash register; shoplifting to any degree.
30. Have you been involved in any acts of moral turpitude that would raise questions or impair your performance of this job?
31. Have you ever been arrested, detained, or charged with a crime, even if the charges against you have been dismissed? This includes citations issued for crimes such as, but not limited to, public consumption, assault, trespass, or any city ordinances. Note: You must include any and all convictions regardless of whether or not the convictions were expunged pursuant to NCGS 15A-145.4 and 15A-145.5, 15A-145.6; 15A-145-8, 15A-146, or a similar out-of-state law.

32. Have you ever had a criminal offense or criminal conviction expunged pursuant to NCGS 15A-145.4 and 15A-145.5, 15A-145.6; 15A-145-8A, 15A-146, or a similar out-of-state law? Please provide what criminal offense(s) or criminal conviction(s).

33. How many times have you stood by and observed someone else take part in criminal activity?

34. Have you ever been issued a criminal summons to appear in court? This includes worthless checks and non-support matters.

35. Describe any involvement or instance when you have been sued in civil or any other court.

36. Have you ever been convicted of, or arrested for, a crime? This includes misdemeanor and felony offenses, as well as city ordinances.

37. Have you ever been convicted of any type of crime arising from Domestic Violence?

38. Have you ever had any type of Domestic Violence Restraining Order, including *ex parte* orders, issued against you?

39. Have you ever been involved in any incident or conduct which might expose you to blackmail?

40. Have you ever sued anyone in civil court?
41. Do you have any outstanding civil judgments against you?
42. Do you have relatives who have criminal convictions? If so, for what crimes?
43. Are you presently using any type of illegal drugs?
44. Explain your knowledge or involvement regarding illegal drugs.
45. Have you ever possessed or sold any amount of illegal drugs? When?
46. Have you ever used, tasted, or sniffed, any of the following drugs? This includes one time, or more, including experimentation.
- | | |
|------------------------------------------------|-----------------------------------------------------------|
| <input type="checkbox"/> Marijuana | <input type="checkbox"/> LSD (Lysergic Acid Diethylamide) |
| <input type="checkbox"/> Powder Cocaine | <input type="checkbox"/> Steroids |
| <input type="checkbox"/> Crack Cocaine | <input type="checkbox"/> Mushrooms (Hallucinogens) |
| <input type="checkbox"/> PCP (Phencyclidine) | <input type="checkbox"/> Opiates (Morphine & Codeine) |
| <input type="checkbox"/> Amphetamines | <input type="checkbox"/> Synthetic or 'Designer' |
| <input type="checkbox"/> Pills | <input type="checkbox"/> Heroin |
| <input type="checkbox"/> Designer or synthetic | |
47. Have you ever been in the presence of anyone possessing drugs illegally, including during social functions? Explain.

48. Do you drink alcoholic beverages? ☐ Yes ☐ No
49. Have you ever operated a vehicle after consuming an alcoholic beverage?
50. Have you ever used prescription drugs other than under the supervision of or as prescribed by a physician?
51. Are you now or have you ever been a member of any group that practices discrimination against any race, sex, religion, or that advocated the overthrow of the government?
52. Are you able and willing to work rotating shifts?
53. Are you able and willing to wear a uniform?
54. Are you able and willing to meet this department's grooming standards?
55. Do you object to carrying a firearm?
56. On occasion you may be required to travel out of town for additional training. Would you be able and willing?
57. Would you have any reservation in regard to working an assignment with someone of the opposite sex?
58. Are you willing to use deadly force, if necessary, to protect your life and that of another? Explain.

59. Have you ever used a weapon against anyone or caused injury to another person?
60. Are you able and willing to render emergency aid to trauma victims?
61. Are you able and willing to identify dead persons or witness autopsies?
62. Are you capable of enforcing a law with which you do not agree?
63. Are you capable of arresting a friend?
64. With proper training and supervision, are you able and willing to perform **all** of the essential job functions of of a criminal justice officer, unassisted and without delay?
Note: You may be required to demonstrate the ability to accomplish the essential job functions by performing various tasks. Applicants should be provided a copy of the essential job functions and have been afforded an opportunity to review them.
65. Do you file your State and Federal income taxes on time?
Have you ever failed to file your taxes on time?
66. Are you able to manage your personal finances?
67. Explain your ability to honor your debts.
68. Explain the status of any delinquent accounts.

69. Have you ever filed for bankruptcy? ☐ Yes ☐ No

If yes, provide year, amount, court in which filed, and indicate whether Chapter 7, 11, or 13.

70. Have you ever had a vehicle or any other object repossessed?

71. Do you own or rent your current residence?

72. In what county do you reside?

73. Do you pay personal property tax to that county?

74. Are you effective at communicating with all kinds of people?

75. Are you able to control your anger when insulted or threatened?

76. Why should this department hire you?

77. Explain your personal work ethic:

78. Are you able to function normally when placed under temporary or prolonged stress?

79. What experience have you had with stressful situations? How did you resolve these?

80. Describe your ability to work under pressure.

81. Describe any past experience you may have had as a member of a team.

82. Describe any accomplishments that you believe you are solely responsible for.

83. What accomplishments in your life are you most proud of?

84. Give an example of an event in your life that demonstrates your integrity.

85. What are your goals in life?

86. Do you consider yourself to be honest and reliable?

87. How do other people perceive you?

88. What does this department have to offer you?

89. Where do you see yourself, career-wise, in five years? Ten years?

90. Why do you believe you are qualified for this position?

91. If applicable, do you understand that if you are accepted for this position, you will have to conform to any residency requirements?

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Investigator Name: _____ **Date:** _____

MILITARY SERVICE

1. Have you ever been a member of the armed services? If **yes**, list the branch, your MOS, and re-enlistment code.

2. If yes, when?

3. Was your last discharge honorable? Date of separation?

4. Are you eligible to re-enlist?

5. Were you ever court-martial, tried on charges, or the subject of a summary court, deck court, non-judicial punishment, captain's mast, company punishment, article 15, **and/or any other disciplinary action** while a member of the military, National Guard or reserve unit? If yes, explain what occurred and what type of punishment you received.

6. Last rank obtained?
7. Were you ever stationed and/or deployed outside the United States? If yes, list locations, dates, and nature of assignment, notwithstanding any non-disclosure statements in effect.
8. Describe any arrests or convictions under UCMJ:
9. Were you ever questioned, detained or charged in regard to any criminal activity while a member of the armed services? List even if the charge was dismissed or not prosecuted.
10. Were you ever issued a security clearance? Has it ever been revoked? If so, list the reason.