

#### RICHMOND CITY JUSTICE CENTER

RICHMOND CITY SHERIFF'S OFFICE EMPLOYEE RECRUITMENT SERVICES 1701 FAIRFIELD WAY RICHMOND, VIRGINIA 23223 C.T. WOODY, JR. — SHERIFF (804) 646-0911



#### APPLICATION FOR EMPLOYMENT

#### **INSTRUCTIONS**

#### **Please Read and Follow Carefully**

- 1. Please take your time and fill out the application completely. Your application will not be processed if any requested information is not provided.
- 2. If a question does not apply to you, please respond by writing N/A (Not Applicable) in the appropriate space.
- 3. Your application should be completed neatly in ink or typed.
- 4. Applications on file will remain active for a period of one year. As vacancies occur, active applications will be reviewed to consider the most qualified applicants.
- 5. Any applicant who does not meet the following minimum requirements will not be eligible for consideration for employment:
  - Applicant must be 21 years of age.
  - Must be a United States Citizen.
  - Applicant must undergo a background investigation which includes a fingerprint based criminal history inquiry to the Central Criminal Records Exchange and the Federal Bureau of Investigations and complete a polygraph examination.
  - Must possess a High School Diploma or G.E.D. (G.E.D.s accepted only if applicant has significant related experience or a College Degree.)
  - Must have a good driving record (from DMV) and a valid driver's license. Must be eligible for a Virginia Driver's License.
  - Must undergo a physical examination through the Richmond Sheriff's Office. This office operates under a "Drug Free Workplace"
    policy. You will be asked, as part of your physical examination, to submit to a drug screen as a condition of employment. You will also
    be periodically randomly drug tested throughout your employment.
  - Must not have any felony convictions or a conviction in another state which would be classified as a felony in Virginia.

How were you referred	d to this agency (Newspaper Ad	l, Radio, Flyer, Internet, etc			
Name:		MAGINU	Social Secu	rity No:	
(Last)	(First)	(Middle)			
Present Address:	(Street & Apt. No.)	(City)	(State)	(Zip Code)	
In what City/County do	o you reside?				
Home Phone:		Cell/Other Phone:			

The Richmond Sheriff's Office provides equal opportunity to all employees and applicants for employment regardless of race, color, sex, religion, national origin, age, disabilities, political affiliation, or other conditions protected by applicable Federal, State, or local laws.

#### **EMPLOYMENT HISTORY**

Using a separate section for each position, describe IN DETAIL all work experience beginning with your present or most recent job. Include self-employment, military service, volunteer, and periods of unemployment. If additional roomis needed, make copies of page (3) of this application and provide the additional information on the copies. Be sure to indicate whether employment was full-time or part-time. INCOMPLETE INFORMATION WILL RESULT IN THE DISQUALIFICATION OF YOUR APPLICATION.

May we contact your present employer? ☐ YES ☐ NO

Employer (present or most recent):		Street Address:				
Job Title:	(Check)	City:		State:	Zip Code:	
	FT PT					
Date Employed (mo/yr):		ng Salary:	Ending/	Current Salary:	Employer's Phone Number:	_
	\$	er	P \$	er	P	
Date Separated (mo/yr):		ruties (Be Specific):		Ci	1	
Name of Supervisor:						•••
•						
Reason for Leaving:						•••
						_
Employer:		Street Address:				_
Job Title:	(Check)	City:		State:	ZipCode:	
	FT PT					
Date Employed (mo/yr):		ng Salary:	Ending/	Current Salary:	Employer's Phone Number:	_
	\$	er	Р\$	er	Р	
Date Separated (mo/yr):		Outies (Be Specific):		**	<u> </u>	
Name of Supervisor:	<u></u>					•••
Reason for Leaving:						
•						
						_
Employer:		Street Address:				
Job Title:	(Check)	City:		State:	Zip Code:	_
	FT PT					
Date Employed (mo/yr):	Starti	ng Salary:	Ending/	Current Salary:	Employer's Phone Number:	_
	\$	er	Р\$	er	Р	
Date Separated (mo/yr):		Outies (Be Specific):				
Name of Supervisor:	<del> </del>					•••
Reason for Leaving:	<del> </del>					•••
-						

# **EMPLOYMENT HISTORY (continued)**

Employer:		Street Address:			
Job Title:	(Circle)	City:		State:	Zip Code:
	FT PT				
Date Employed (mo/yr):	Starti	ng Salary:		Salary:	Employer's Phone Number:
	\$	er	Р\$	er	P
Date Separated (mo/yr):	Job D	Outies (Be Specific)	:		
Name of Supervisor:					
Reason for Leaving:					
Employer :		Street Address:			
Job Title:	(Circle)	City:		State:	ZipCode:
	FT PT				
Date Employed (mo/yr):	Starti	ng Salary:	Ending	Salary:	Employer's Phone Number:
	\$	er	Р\$	er	Р
Date Separated (mo/yr):	Job D	Outies (Be Specific)	:		
Name of Supervisor:					
Reason for Leaving:					
	·				
Employer:		Street Address:			
Job Title:	(Circle)	City:		State:	Zip Code:
	FT PT				
Date Employed (mo/yr):	Starti	ng Salary:	Ending	Salary:	Employer's Phone Number:
	\$	er	Р\$	er	P
Date Separated (mo/yr):	Job D	Outies (Be Specific)	:		
N					
Name of Supervisor:					
Reason for Leaving:					
Additional Prior Employment Notes:	(Use the text field be	low for any added of	emp. notes)		

	SKILLS											
Check the following skills,	experience, professi	onal certifications	s, etc. which	you have:								
□ Commercial Drive	er's Lic. (specify typ	e/endorsements):_		Ту	ping (specify WI	PM):						
				Fi	rearms (specify ty	/pe):						
□ Computer (Type/S	Software used):			Fo	reign Language (	specify):						
□ Other (specify):												
<b>Professional Certifications</b>	and/or Licenses											
Field/Registration:		State:		Nu	mber:	Exp. Da	ite:					
Field/Registration:		State:		Nu	mber:	Exp. Da	ite:					
		E	DUCAT	ION								
Check highest grade complet	red: 1	2 3 4	5 6	7 8	9 10 1	1 12						
GED (Date and Place Obtain	ed)		College	1 2	3 4	Graduate School	1 2 3 4					
School	Name of School	Location	Att From	ended To	Semester/ Quarter Hou	Degree or Diploma	Major/Minor Coursework					
High School												
College or University												
Graduate or Professional												
Other Educational, Vocational, Internship, etc												
			MILITA	RY								
Branch of Service: Active Duty Dates:												
Discharge Rank: Type of Discharge: Date of Discharge:												
REFERENCES												
(List 3 individuals familiar with your capabilities and character. Do not list relatives or supervisors previously noted under employment.)												
Name	Years Known		Н	ome/Busin	ess Address		Home/Business Phone					
CERTIFICATION (Carefully read before signing)												
v de dud de			`	•								
I certify that the information pertinent information. I understory, Employment History I understand that a polygraph application process, is found the Richmond Sheriff's Offic the pleasure of the Sheriff an	erstand that all staten y, Criminal History, I examination may als to be false or mislead to persons named I	ments made are open Medical Records, a so be part of the ap ling, I will be subjection therein liable in that	en to investigate and any other plication proceed to dismissate tevent. I furt	ation by the information cess. If any al at anytime ther underst	e Richmond Sheri in deemed necessal information give e during the period and that employe	ff's Office including ary by a duly authori: n by me in this applied of my employment es of the Richmond S	g investigation of Credit zed agent of this office. cation, or anytime in the t, and I agree not to hold Sheriff's Office work at					
Applicant's Signature	** 1	Unsigned applicat	ions will be i	neligible fo	or processing *		Applicant's Signature  ★★ Unsigned applications will be ineligible for processing ★★					

# **☆ STEPS IN THE APPLICATION PROCESS ☆**

Applicants should return <u>completed</u> applications to the Recruitment Office
1
Applications of individuals that meet minimum requirements are categorized and rated for interview eligibility
T
Interviews are scheduled and conducted by the Recruitment Office
OF I
The Recruitment Office will make recommendations based on written materials submitted and evaluation of results from the interview as to eligibility for advancement to the next stage of the employment process
A thorough background investigation, to include a polygraph examination, is completed
OF INCHISE
Your entire application package is submitted to the Sheriff or his designee for the final employment selection decision
Selected candidate is scheduled for a medical physical and final paperwork to include verification of eligibility to work in the United States
1
Selected candidate is employed as a Richmond City Sheriff's Deputy

Submit all correspondence to:

City of Richmond Sheriff's Office Employee Recruitment Services 1701 Fairfield Way Richmond, Virginia 23223

(Appendix A)

# BACKGROUND PRE-SCREENING WORKSHEET **Personal History:** Social Security Number Name: \_ (First) (Middle) (Last) Have you ever used a name different than the one you listed above? $\Box$ Yes $\Box$ No If yes, please provide exact name(s) as used Date of Birth: (MM/DD/YY) Place of Birth \_\_\_\_ (City) (State) □ Yes □ No Are you a United States Citizen? If Naturalized, date of Naturalization: Have you applied with this agency in the past? □ Yes □ No If yes, when? Do you have any relatives employed with this agency? □ Yes □ No If yes, please provide name and relationship: **Driver's License Information:** Driver's License Number State Issued Has your Driver's License ever been suspended or revoked in any state? ☐ Yes ☐ No If yes, please explain: Do you have a vehicle registered in your name? $\Box$ Yes $\Box$ No If yes, please give license plate #:\_\_\_\_\_\_ State Registered: **Driving Record History:** List <u>all</u> traffic convictions that you have received in any State within the past ten (10) years: Offense: Date of Offense: Jurisdiction: \_\_\_\_\_ Disposition of Case: \_\_\_\_\_ Offense: Date of Offense: Jurisdiction: Disposition of Case: Date of Offense: Jurisdiction: Disposition of Case: Offense: \_\_\_\_\_ Date of Offense: \_\_\_\_\_ Disposition of Case: If additional room is needed, please use a separate sheet of blank paper and include it with this application

# **BACKGROUND PRE-SCREENING WORKSHEET (continued)**

# **Criminal History:**

Note: You must list all charges that you	were convicted of or charges that were Nolle Prossed.
Offense:	Date of Offense:
urisdiction:	Disposition of Case:
Offense:	Date of Offense:
urisdiction:	Disposition of Case:
Offense:	Date of Offense:
furisdiction:	Disposition of Case:
Offense:	Date of Offense:
furisdiction:	Disposition of Case:
	Date of Offense: Disposition of Case:
furisdiction:	Disposition of Case:
	Date of Offense:
furisdiction:	Disposition of Case:
Offense:	Date of Offense:
furisdiction:	Disposition of Case:
Have you ever been court martialed?  If yes, please explain:	□ Yes □ No
Financial History:	
Have you ever claimed bankruptcy, had your	wages garnished, or had a civil judgement against you? ☐ Yes ☐ No
	nt status:

#### **BACKGROUND PRE-SCREENING WORKSHEET (continued) Prior Residences:** List all prior residences and dates where you have resided. Begin with your current residence: 1. (Address) (City) (State) (ZipCode) (Dates) 2. (Address) (City) (State) (ZipCode) (Dates) 3. (Address) (City) (State) (ZipCode) (Dates) 4. (Address) (City) (State) (ZipCode) (Dates) 5. (ZipCode) (Address) (City) (State) (Dates) 6. (Address) (City) (State) (ZipCode) (Dates) **Miscellaneous Information:** If you answer yes to any question in this section, please provide a detailed explanation on a separate sheet of blank paper and include it with this application. 1. Have you ever applied to another Law Enforcement/Correctional Agency? □ Yes □ No If yes, list approximate date, agency name, and disposition: (Disposition) (Date) (Agency) (Disposition) (Date) (Agency) (Disposition) (Date) (Agency) (Disposition) (Date) (Agency) 2. Are you wanted by the police anywhere at this time? □ Yes 3. Have you ever used, tried, or experimented with Marijuana? $\square$ Yes 4. Have you ever used, tried, or experimented with cocaine, including crack? □ Yes □ No 5. Have you ever used, tried, or experimented with any illegal drugs other than marijuana or cocaine (i.e., LSD, PCP, Heroin), or any other drug in which it is a violation of the law to possess? □ Yes □ No 6. Have you ever purchased illegal drugs? □ Yes □ No If additional room is needed, please use a separate sheet of blank paper and include it with this application.

BACKGROUND PRE-SCREENING WORKSHEE	T (continued)	
Miscellaneous Information:		
If you answer YES to any question in this section, please provide a detailed explanation on a	congrete chaot of blank no	nor and include it with
this application.	separate sneet of blank pa	per and include it with
7. Have you ever sold illegal drugs?	☐ YES	□ NO
8. Have you intentionally falsified any information on this application?	☐ YES	□ NO
9. Have you had any previous misconduct with inmates in the past?	☐ YES	□ NO
Any omission or false information regarding such conduct will result in rejection of emplo	yment.	
If additional room is needed, please use a separate sheet of blank paper an	d include it with this applic	ation
Ouring the application process, the Richmond Sheriff's office implies no offer of employment are completed and reviewed by the Sheriff or his designee.	until all processing and bacl	kground investigations
The Richmond Sheriff's Office provides equal opportunity to all employees and applicants for eligion, national origin, age, disabilities, political affiliation or other conditions protected by a		
n accordance with the Virginia Privacy Act of 1976, we inform you of the following information	on:	
<ol> <li>The information on this application will only be used for determining your eligibility Sheriff's Office. The only use outside the Sheriff's Office will be limited to the courts</li> <li>You are not required by law to furnish the information requested in this application requested, we will have no data on which to determine your eligibility. Therefore, we</li> </ol>	, upon request, for legal pro . However, if you do not fur	oceedings. nish the information
CERTIFICATION (Carefully read before	e signing)	
I certify that the information I have provided to the previous questions in this application been made to conceal pertinent information. I understand that all statements made Sheriff's Office including investigation of Credit History, Employment History, Criminal information deemed necessary by a duly authorized agent of this office. I understand part of the application process. If any information given by me in this application, or to be false or misleading, I will be subject to dismissal at any time during the period of the Richmond Sheriff's Office or persons named herein liable in that event. I further the Sheriff's Office work at the pleasure of the Sheriff and as such may be terminated from recourse.	are open to investigation al History, Medical Record I that a polygraph examin anytime in the application of my employment, and I sunderstand that employe	by the Richmond ds, and any other nation may also be n process, is found agree not to hold es of the Richmond
Applicant's Signature	Date	2
★★ Unsigned applications will be ineligible for	processing ★★	
(Appendix B-4)		

# **Release Of Information Authorization**

(Military Records)

Applicant's Name:			
••	(Last)	(First)	(Middle)
Home Address:			
Home Address:	(Street)		
	(City)	(State)	(Zip Code)
Position Applied I	For:		
Date of Birth:			
Social Security Nu	ımber:		
military records to military personne of my DD-214 For	release to the Richmo el and related m	nd Sheriff's Office informedical records, or only the Ton.	souri, or other custodian of my ation or photocopies from my e fol lowing records: his could include a photocopy
	granting a third party ( ersonnel and related re		the right to receive information
(Applicant's Signat	ture)		(Date)
		free will and accord, with full l	w ho says that he/she knowledge of the purpose thereof.
My commission expir	es/		
		(Notary Signature)	

# **Release Of Information Authorization**

Applicant's Name	:		
	(Last)	(First)	(Middle)
Home Address:	(6)		
	(Street)		
_	(City)	(State)	(Zip Code)
Position Applied	For:		
Date of Birth:			
Social Security N	umber:		
record, physical ar privileged nature, a Richmond City Sh seeking. A reprod I hereby release yo	and me ntal records or re and photostats or copies eriff's Office in determ uction of this original w	ports including <u>ALL</u> in softhe same. This information in my qualifications are will be valid as an original or others from any liability	ord, educational record, military formation of a confidential or nation is to be used to assist the nd fitness for the position I am I hereof.  y or damage, which may result
(Applicant's Signa	ture)		(Date)
Sworn to and subscri	nstrument of his/her own fi	ee will and accord, with full day of	who says that he/she knowledge of the purpose thereof.
		(Notary Signature)	
		,	

# **Release Of Credit Information Authorization**

Applicant's Name:		
(Last)	(First)	(Middle)
Home Address:		
(Street)		
(City)	(State)	(Zip Code)
Position Applied For:		
Date of Birth:		
Social Security Number:		
Office may obtain and use a Consum er Report bona fide Consumer Reporting Agency ("CRAALL information they may have concerning my is to be used to assist the Richm ond City Sherithe position I am seeking. I further understand is taken relative to an employment decision bas report and a copy of the FTC's Consumer Right I hereby release you, your organization, or of furnishing the information requested. A reproduction	") to furnish the Richmond employment, financial, a liff's Office in determining, under Subsection 604(b) sed on a Consumer Reports Notice.	d City Sheriff's Office ANY AND and credit status. Thisinformation my qualifications and fitness for (3), that before any adverse action t, I will be provided a copy of the damage, which may result from
(Applicant's Signature)		(Date)
Before me personally the saidexecuted the above instrument of his/her own fre	e will and accord, with full	who says that he/she knowledge of the purpose thereof.
Sworn to and subscribed in my presence this	day of	, 20
My commission expires//		
	(Notary Signature)	

# **Agreement To Submit To Polygraph Examination**

I,, do her	ereby agree to submit to a polygraph examination to be					
onducted by the Richmond City Sheriff's Office. In submitting to this test, I do so of my own see will with no force or duress being exercise d by anyone, nor has any promise of reward or her consideration been made. I have no objection to the use of the results of said test by the duly onstituted law enforcement authorities for any lawful purpose in connection with my application or employment with the Richmond City Sheriff's Office.						
have been advised and understand that the examination may be terminated at any time by eithe examiner or me.						
	ond City Sheriff's Office and any other duly authorized in ected in any way with the test or use of the results					
(Applicant's Signature)	(Date)					
Before me personally the saidexecuted the above instrument of his/her own fre	who says that he/she ee will and accord, with full knowledge of the purpose thereof					
Sworn to and subscribed in my presence this	day of					
My commission expires//						
	(Notary Signature)					

#### EOUAL EMPLOYMENT OPPORTUNITY STATEMENT/ANTI-HARASSMENT POLICY

It is the policy of the Richmond Sheriff's Office to be incompliance with state and federal laws, including but not limited to Title VII of the Civil Rights Act of 1964, as amended, in all employment practices. This Office is an equal opportunity employer. Employment discrimination on the basis of race, religion, color, sex, national origin, age or disability is prohibited.

One form of prohibited discrimination is sexual harassment. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, or
- Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual, or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

Examples of prohibited conduct include unwelcone discussion of sexual activities, unwelcome touching, display of sexual explicit pictures or objects, use of sexually suggestive gestures, and sexual remarks about physical attributes.

Harassment of employees on basis of race, religion, color, national origin, age or disability is prohibited. Slurs, epithets, and jokes based on these characteristics have no place in the workplace. Harassment of any nature, when based on race, religion, color, sex, national origin, age or disability will not be tolerated.

All employees of this office are entitled to a workplace free of unlawful harassment by management, co-workers, clients or vendors. Any employee who feels that he or she has been subjected to unlawful harassment is directed to report it immediately to the Human Resources Division. Preserving a workplace free of unlawful harassment is the responsibility of all employees.

Any report of unlawful harassment will promptly be investigated by this Office. All employees are required to cooperate with the investigation. Confidentiality will be maintained so far as possible and no retaliation will be permitted.

Where this Office's investigation substantiates the allegation of harassment, appropriate measures will be taken. Discipline, up to and including dismissal, will be imposed upon any employee who is found to have engaged in conduct prohibited by this policy.

Any individual who knowingly makes a false claim of sexual or other forms of unlawful harassment will be subject to appropriate disciplinary action up to and including dismissal. Any questions about this policy should be directed to the Director of Human Resources

This policy updates and replaces Section V. of the employees' handbook, page 15.

As an applicant of the Richm ond Sheriff's Office, I have received, read and understand this copy of the **Equal Employment Opportunity Statement/Anti-harassment Policy**.

(Applicant's Signature)	(Date)	

### APPLICATION COMPLETION CHECKLIST

Before submitting your application to the Richmond Sheriff's Office Recruitment Department, check to ensure the following have been completed as instructed:

Please Check the Boxes
Below as You Validate
<b>Each Item's Completion</b>

NOTE: All items submitted by you or offered by other sources during the application process will becom  e the property of the Richmond Sheriff's Office and will not be returned to or duplicated for the applicant.						
Applica	nt's Signa	nture Date				
I have reviewed the entire application for employment and all enclosed appendixes to ensure completion and my checking the boxes on this page acknowledge that all requested inform ation is provided or completed as instructed. Failure to provide all inform ation requested may result in my application being considered as ineligible for further processing.						
		This Application checklist has been reviewed and signed by you. (Appendix H)				
		$\label{thm:continuous} The \ Equal \ Employment \ Opportunity \ Statement/Anti-Harassment \ Policy \ Form \ has \ been \ reviewed \ and signed \ by \ you. \ (Appendix \ G)$				
		The certification statement on the back of the application and the back of the Background Pre-screening Worksheet has been read and signed by you. (Page 4 and Appendix B-4)				
		You have reviewed the minimum qualifications listed on the front of this application and you $\cot \underline{all}$ of the minimum qualifications. (Page 1)				
		All requested background screening information has been provided and is accurate. (Appendixes B-1 through B-4)				
		The polygraph agreement is signed by you and notarized by a Notary Public. (Appendix F)				
		All Release for Information Affidavits are signed by you and notarized by a Notary Public. (Appendixes C, D, and E)				
		If prior military, a copy of your DD-214 (long form) including type of discharge is included with your application.				
		A copy of your Social Security Card is included with the application.				
		A copy of your official State Issued Birth Certificate is included with your application.				
		A copy of your valid Driver's License is included with the application.				
		A certified copy of your educational transcripts and copies of diplomas/degrees are included with the application.				
		All addresses are complete including full street addresses, City, State, and Zip Codes. (This includes all personal references, employment references, educational institutions or other addresses requested).				



## RICHMOND CITY SHERIFF'S OFFICE

EMPLOYEE RECRUITMENT SERVICES
RICHMOND CITY JUSTICE CENTER
1701 FAIRFIELD WAY
RICHMOND, VIRGINIA 23223
C. T. WOODY, JR., SHERIFF



# DOMESTIC VIOLENCE STATEMENT

Name (print): Last	First	MI	Social Security Number	
	Position Applied For			
crime of domestic violer defined as any offense, v	nce to possess an whether or not ex or attempted use	ny firearm or ammuni explicitly described in of physical force, or	for anyone who has been convicted of a misdemeanor tion. A crime of domestic violence is generally a statute as a crime of domestic violence, which has as the threatened use of a deadly weapon, committed by rdian.	
<b>30, 1996.</b> There is <b>no ex</b> crime of domestic violer	<b>xemption for la</b> nce within the m owned, may sub	w enforcement office eaning of this statute, eject you to felony cri	r to or after the passage of this law on September ers or agents. If you have ever been convicted of a possession of any firearm or ammunition, whether aminal penalties, including up to ten years	
Please complete and sign Richmond City Sheriff's		pelow and return this	form to the Employee Recruitment Section of the	
I hereby certify and war	rant that I (check	c one):		
	Have		Have Not	
been convicted of any mot been expunged or of			stic violence within the meaning of the statute that has	
If you answered yes to the conviction(s):	he above questic	on, please provide the	following information with respect to the	
Court/Jurisdiction:				
Charge:				
Date and punishment im	posed:			
			by me is true, correct and complete. I understand that ds for refusal or termination of employment.	
Sign	nature		Date	