

Keene Police Department Basic Hiring Criteria

The following list is the basic hiring criteria used to determine eligibility for employment with the Keene Police Department.

- Must be a United States Citizen.
- Must be not less than 21 years of age at time of appointment.
- Must have graduated from High School or possess a GED.
- Must not suffer from a mental disorder, as diagnosed by a psychologist or psychiatrist, for which you have not undergone effective rehabilitation and which would affect your ability to perform law enforcement duties.
- Must not have been convicted of any felony by a civilian court or by a military court, whether or not the charge has been annulled or whether or not a suspended sentence was completed, and for which you have never received a pardon.
- Must not have been convicted of a misdemeanor by a civilian court or by a military court and for which you have not received a pardon, and for which the underlying circumstances surrounding the commission thereof was such that it would cause a reasonable person to doubt your character, honesty, or ability.
- Must not have been convicted in a civilian court or military court of multiple misdemeanors or violations for which you have not received a pardon, and which would indicate to a reasonable person a pattern of disregard for the law.
- Has been convicted in a military or civilian court in the 10 years immediately before application for hire as a police or corrections officer of a misdemeanor for which he or she has not received a pardon, and which resulted in a serious bodily injury to another person.
- Must not have been dishonorably discharged from military service.
- Must not have been discharged from the military service under other than honorable conditions where the circumstances, in the opinion of a reasonable person, would cast doubt on your good moral character and fitness to be a police officer.
- Must never have illegally manufactured, transported for sale, or sold a controlled substance, unless upon review of the council at the request of a hiring authority, the council finds that
 1. The conduct occurred at an age when the applicant would have been considered a juvenile under the laws of the state of New Hampshire; or
 2. Where a sale as defined in RSA 318-B:1 did occur, however, the intent was not for profit, meaning the actual conduct exhibited was not intended to result in an excess of financial return over the expenditure in a transaction or series of transactions; and
 3. The behavior pattern under the totality of the circumstances did not demonstrate a lack of good moral character
- Must not have used a controlled substance, other than marijuana, within the 36 months preceding the application for hire, unless you were under the age of 21 at the time of using the controlled substance, in which case 24 months shall apply.

- Must not have used marijuana within 12 months of the application for hire.
- Must not have ever illegally used a controlled substance while employed in a law enforcement capacity.
- Must not have made or make a material false statement in the application process.
- Must not have been discharged or allowed to resign in lieu of discharge for reasons of moral character or moral turpitude, as defined by the Administrative Rules of NH Police Standards & Training Council, from employment as a police or corrections officer for acts or omissions of conduct which would cause a reasonable person to have doubts about your honesty, fairness, and respect for the rights of others and the laws of the State and Nation.
- Must be of good moral character or moral turpitude and free from acts or omissions of conduct which would cause a reasonable person to have doubts about your honesty, fairness, and respect for the rights of others and the laws of the State and Nation.
- Must not have a history of illegal drug use which, in the opinion of a reasonable person, would cast doubt on your fitness to be a police, corrections, or probation/parole officer.
- Must not use legal drugs or alcohol to excess.
- Must not have a general character or reputation in the community which would cause a reasonable person to doubt that you would conduct yourself with honesty and integrity and uphold the rule of law.
- Must not be the defendant in any currently active restraining order related to domestic violence, unless it is being contested.
- Must possess a valid motor vehicle operator's license.
- Must not have any unpaid summonses (including parking violations) against you unless they are currently being contested.
- Must be able to obtain a New Hampshire Police Officer Certification from the NH Police Standards and Training Council within one year of appointment.
- Must be willing to sign an authority for release of information allowing members of the Keene Police Department to have access to your complete background history.
- Must be willing to submit to a polygraph examination to verify that you meet the above criteria and that you have made no misrepresentations, falsifications, omissions, or concealment of material facts in the testing process. This includes participating in cheating or committing deceptive acts in the testing process.

Signing this form means that you have reviewed and understand each requirement and that, to the best of your knowledge, you meet the Keene Police Department Basic Hiring Criteria. Any misrepresentations, omissions, or concealment of material facts will result in immediate disqualification from the selection process.

Applicant Signature

Date