

CHEATHAM SHERIFF APPLICATION



CHEATHAM COUNTY SHERIFF'S OFFICE APPLICATION TIM BINKLEY, SHERIFF

The Cheatham County Sheriff's Office (CCSO) is responsible for the protection of the lives and property within the boundaries of the county since 1856. The Sheriff's Office also enforces all federal, state and local laws along with a multitude of other duties.

Cheatham Co. Sheriff's Office is "A Full Service Law Enforcement Agency."

CCSO is committed to "SERVE and PROTECT", 24 hours a day, 7 days a week, 365 days a year. Sworn personnel must agree to work irregular hours, rotating days off, and special assignments involving compensatory or overtime. All assignments of personnel, both sworn and non-sworn, are solely at the discretion of the Sheriff or his designated employee.

To accomplish this, the office employs both sworn Deputy Sheriffs and non-sworn civilian employees.

NON-SWORN PERSONNEL: The Sheriff's Office employs civilians who do not have power of arrest. Job categories for Non-sworn Personnel include; secretaries, clerk typists, records and jail (intake /booking) clerks and maintenance technicians.

SWORN PERSONNEL: Sworn personnel are those employees who: have the power of arrest, enforce the laws of Tennessee and are commissioned as Law Enforcement Officers. Deputy Sheriffs are certified by the State of Tennessee, Police Officer Standards and Training Commission, (POST) after successfully completing an Officer Basic Training Course. Sworn Personnel are required to train annually with a minimum of 40 POST certified hours.

SHERIFF'S DEPUTY CORRECTION OFFICERS are certified by the Tennessee Corrections Institute (TCI) after successfully completing their Officer Basic Training Course. Annual POST certified training is also required.

COURT OFFICERS are required to attend and successfully complete the Court Officers and Courtroom Security Course provided by the State of Tennessee Law Enforcement Training Academy.

Cheatham County Sheriff's Office strives to maintain a high degree of proficiency and professionalism among its employees. Applicants who meet these standards will be considered for employment.

The Sheriff's Office strives to keep all employees up to date in training, information, Officer Safety, Criminal Law, etc. and provides annual inservice training in POST accredited courses.

Applications are accepted for positions from all individuals regardless of race, creed, sex or religious beliefs.

Former employees of the Cheatham County Sheriff's Office may be considered for re-hire after a review of previous performance, employee practices, personnel file and the Exit Evaluation Forms.

Employee background, performance and evaluation information will be provided to future employers.

EMPLOYMENT MISSION STATEMENT

The Cheatham County Sheriff's Office maintains a commitment to recruit and retain the most qualified applicants in various staff positions.

Cheatham County is ethnically and culturally diverse serving many communities. The Sheriff's Office takes every opportunity to be reflective of this diversity in the makeup of its personnel.

Each member of the Sheriff's Office is held accountable and consistently seeks to find ways to affirmatively promote, preserve and deliver safety and security for each citizen in the county.

CHEATHAM COUNTY EMPLOYEE BENEFITS

- *Employees of the County Sheriff's Office are paid bi-weekly.
- *Employees are enrolled in the Tennessee State Retirement System.
- *Employees may participate in Blue Cross Blue Shield insurance coverage for health and dental benefits in the individual, 2 parties or family plan.
- *Full-time employees shall accrue sick leave at the rate of one day for each month of employment, with unlimited accumulation. Sick leave may be used for illness of the employee or for illness within his/her immediate family.

Cheatham County recognizes several holidays per year. Due to the nature of twenty-four hour shift work, employees may be required to be on duty on various holidays. Officers are entitled to another day off or another day's pay as compensation if scheduled to work a National or State Holiday.

Note: All hiring procedures shall comply with all state and federal laws, including but not limited to the Civil Rights Act of 1964, Age Discrimination Act, Equal Pay Act, Title VII, OSHA, Sexual Harassment/Federal Register, Religious/Federal Register, Wage and Hour, and Federal Fair Employment Practices as promulgated by the U.S. Department of Labor.

Cheatham County is an Equal Opportunity Employer. In compliance with the American with Disabilities Act, the County may provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

PROMOTIONAL OPPORTUNITIES

Positions above Deputy such as Field Training Officers, Corporals, Criminal Investigators, and School Resource Officers, occasionally become available.

Promotions to the rank of Sergeant and Lieutenant may be based on written promotional exams, oral interviews, years of service and past performance evaluation. Some or all of these requirements may be waived at the discretion of the Sheriff.

CONDITIONAL OFFER of EMPLOYMENT

After a Conditional Offer of Employment has been made and accepted, the applicant must successfully pass the following requirements:

- 1. A physical examination
- 2. A drug screening test
- 3. A psychological evaluation
- 4. A thorough background investigation:

All applicants shall be subjected to a thorough background investigation, which, at a minimum, include a fingerprint check with state and federal agencies, verification of personnel data, claimed education and employment experience, neighborhood and reference checks. False statements or willfully withholding information will be a basis for denial or termination of employment from the Cheatham County Sheriff's Office and may constitute a violation of various criminal statutes resulting prosecution.

5. Qualification with a departmental issued weapon (Deputy positions only) In order to provide the citizens of Cheatham County with quality law enforcement, a thorough background investigation will be completed. This part of the hiring process, along with waiting for results on the medical and psychological tests and interview, can be very time consuming. The employment process may take in excess of six weeks depending on the number of applicants to be processed.

New employees may begin working for the Sheriff's Office prior to all results of the Conditional Job Offer being completed and reviewed. The applicant understands that if they do not satisfactorily complete the above listed requirements, whether it is before or after their date of employment, it could result in the employee being terminated.

INTRODUCTORY PERIOD

All appointments are introductory for a period of one year at the discretion of the Sheriff. Employees are subject to the rules and regulations set forth by the Sheriff's Office. If performance is unsatisfactory, the introductory status may be extended at the discretion of the Sheriff. At any time during the introductory period, an employee may be terminated if in the best interest of the County Sheriff's Office.

Note: This form, once completed, must be properly witnessed or it will not be considered. There are 2 pages that must be witnessed.

APPLICANTS ARE TO RETAIN PAGES 1 THRU 13 OF THE "APPLICATION AND PERSONNEL QUESTIONNAIRE FORM", PLEASE KEEP THESE FOR YOUR RECORDS.

APPLICATION FORM AND PERSONAL HISTORY QUESTIONNAIRE

THIS APPLICATION AND PERSONAL INFORMATION FORM SHOULD BE COMPLETED IN INK. A FALSE OR MISLEADING STATEMENT WILL BE CAUSE FOR REJECTION OF THIS APPLICATION. IF NOT FILLED OUT SATISFACTORILY, YOUR APPLICATION MAY BE REJECTED ON THE GROUNDS OF INCOMPLETENESS, OR INABILITY TO FOLLOW DIRECTIONS.

Individuals employed in Law Enforcement are required to be above reproach and held at a higher standard than the average citizen. The following form asks a number of personal questions to assist in determining whether you meet the standard required by the Cheatham County Sheriff's Office.

When completed, please return this PERSONAL HISTORY QUESTIONNAIRE to the County Sheriff's Office at 200 Courthouse Square, Ashland City, TN 37210.

The background check includes contact with your previous employers, personal references, neighbors, educational institutions, criminal or traffic records, arrest reports or investigations, driver's license check, educational institutions, hospital, clinics, medical practitioners, psychiatric records, drug or alcohol abuse or treatment records, U.S. Military or Veterans Administration and nationality (if a naturalized U.S. citizen).

Please be sure to include two (2) phone numbers for immediate contact. NOTE:

Criminal records ordered sealed (expunged), are available for inspection by a Criminal Justice Agency for the purpose of criminal justice employment. You are advised that you may not lawfully deny arrests or convictions, notwithstanding adjudication being withheld or the sealing (expungement) of arrest/conviction records. When filling out this questionnaire- if more space is needed for an answer, use additional paper to complete the question.

****** CHEATHAM COUNTY SHERIFF'S OFFICE APPLICATION ******

DATE//	_		
POSITION(S) APPLYING F	PATROL CLERK R		_COURT SECURITY
ARE YOU PRESENTLY A CE	RTIFIED LAW E	NFORCEMENT C	OFFICER? YN
IF YES, AGENCY OR DEPAR	RTMENT		
IF APPLYING FOR PATROL, Y N	WOULD YOU B	E WILLING TO ST	TART IN THE JAIL?
FULL NAME			
NAME(LAST)		(FIRST)	(MIDDLE)
DATE OF BIRTH/		AGE	_
SSN			
PRESENT ADDRESS			
CITY		STATE	ZIP
HEIGHT/WEIG	GHTEYE	SHAIF	R
DRIVERS LIC. #		STATE	U.S. CITIZEN?
PLACE OF BIRTH: CITY		STATE	
PHONE NUMBERS: ()		()	_ -
E-MAIL ADDRESS:			
FACEBOOK? YESNO	_ <i>TWITTER?</i> YE	SNO	
PREVIOUS ADDRESSES FO	R PAST TEN YE	EARS:	

MARIT	TAL STA	TUS: MARRIED	SINGLE	DIVORCED
SPOUS	SE'S NAN	ME:		
CONTA	ACT PHC	ONE #:		
HAVE STATE	YOU BE	EN A CERTIFIED	OFFICER IN A	ANY OTHER STATE? YES NO ERTIFICATION
(Please	e attach (copy of Certification	n)	
		RELATIVES EMP		HE SHERIFF'S OFFICE? YN
	OU ACC		IEMBERS OF	THE SHERIFF'S DEPT?
NAME				NUMBER OF YEARS
NAME				NUMBER OF YEARS
NAME				NUMBER OF YEARS
				REVOKED OR SUSPENDED?
HAVE	YOU EV	ER BEEN:		
		GIVEN A TICKE	T?	
YES_		CHARGED WIT		
YES_		TAKEN INTO C		
YES_				DLENCE COMPLAINT,
YES_				EARING IN COURT,
YES	NO	HAD A RECORI	D SEALED OI	R EXPUNGED,
YES_	NO	FOUND GUILTY	OF A CRIME	Ε,
YES_	NO	HAD ANY OTHE	ER LAW ENF	ORCEMENT ACTION TAKEN AGAINST YOU?
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HAVE YOU BE	EN INVOLVED IN A T	RAFFIC ACCIDENT?
DATE	LOCATION	<u> </u>
DATE	LOCATION	
SUSPENDED		ATE, LICENSE, OR PRIVLEGE REVOKED OR ERAL OR LOCAL LAW? YES NO
STATE	CTIFICATIONcopy of Certification)	
FAMILY INFO		COMPLETELY. (IF DECEASED, SO STATE)
FATHER	NAME	ADDRESS
MOTHER		
BROTHERS		
SISTERS		
CHILDREN		
CHILDREN		
MOTHER-N- LAW		
FATHER-N- LAW		

DO YOU OWN YOUR HOME? YESNO	_	
MORTGAGE HOLDER		
IF YOU RENT: FROM WHOM PHONE		
PRIMARY VEHICLE: YEARI	MODEL:	
LIC. # STATE		
HAS JUDGEMENT EVER BEEN ISSUED AGAINS DO YOU HAVE ANY ACCOUNTS IN COLLECTION	T YOU? YESNO N STATUS? YESNO	
HAVE YOU EVER FILED FOR BANKRUPTCY?	YESNO	
IF YES, DATE:COUNTY OF BANKRU	PTCY	
*********** EDUCATION ************************************		
MIDDLE SCHOOL(S)		
HIGH SCHOOL (S) ATTENDED		
DO YOU HAVE A HIGH SCHOOL DIPLOMA? YES	SNO	
AN EQUIVALENT EDUCATION (GED)? YES	NO	
YEAR GRADUATED		
COLLEGES OR UNIVERSITIES ATTENDED:		
YEARTONAME	MAJOR	
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ISSUED?	····, ····· · · · · · -			
COURSE	_CERTIFICATE? Y/N			
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****** MILITARY SERVICE	**************************************			
HAVE YOU SERVED IN THE U.S. ARMED FORCE	S?			
BRANCH RANK ATTAINED				
****** PERSONAL HEALT	H *******			
HAVE YOU USED ANY ILLICIT DRUGS IN THE LAST 5 YEARS? Y/N				
IF YES, DESCRIBE DRUGS USED				
WOULD YOU BE WILLING TO SUBMIT TO A DRU	G TEST? YESNO			
HAVE YOU EVER BEEN DENIED LIFE INSURANCE	CE? YESNO			
DO YOU KNOW OF ANY ISSUES THAT MAY PRE THE DUTIES OF THE POSITION FOR WHICH YOU UNCONTROLLABLE TEMPER AN INABILITY TO SITUATIONS OR POST TRAUMATIC STRESS S IF YES, EXPLAIN	U ARE APPLYING, SUCH AS: O <i>HANDLE STRESSFUL</i>			

LIST ANY OTHER COURSES (PROFESSIONAL OR WORK RELATED) YOU HAVE ATTENDED OR TAKEN: COURSE TITLE COMPLETED, CERTIFICATE

FEAR OF HEIGHTS? Y/NFEAR OF ANIMALS? Y/NTYPE
IN PERFORMING THE DUTIES OF A LAW ENFORCEMENT OFFICER, YOU WILL ENCOUNTER SITUATIONS THE AVERAGE PERSON WILL NEVER EXPERIENCE, SUCH AS:
VIOLENT DEATH SCENES, DECEASED OR DECOMPOSED BODIES, PHYSICAL TRAUMA AND MUTILATION, INJURED VICTIMS NEEDING IMMEDIATE FIRST AID, SEXUALLY AND PHYSICALLY ABUSED CHILDREN VIOLENT INJURIES WITH BLOOD LOSS DOMESTIC VIOLENCE TRAFFIC INJURIES AND DEATH VOMIT / FECAL MATTER NAUSEOUS ODORS
WILL YOU BE ABLE TO EFFECTIVELY COMPLETE THE RESPONSIBILITIES ASSIGNED TO YOU UNDER THE ABOVE STRESSFUL SITUATIONS?
YESNOEXCEPTIONS

EMPLOYMENT HISTORY, START WITH MOST RECENT

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\$ PER	\$ PER	DUTIES:
•	CURRENT SALARY	
WHY DID YOU LEAVE?	\$ PER	
	WHY DID YOU LEAVE?	

LIST POSITIONS YOU HELD THAT REQUIRED SUPERVISORY AND EXECUTIVE ABILITY, EXERCISE OF AUTHORITY, OR CONTROL OF OTHER EMPLOYEES:
********* PHYSICAL FITNESS ********
DO YOU FEEL YOU MEET THE PHYSICAL REQUIREMENTS OF THE SHERIFFS' OFFICE AND THE POSITION YOU ARE APPLYING FOR? Y/N
DO YOU HAVE ANY PHYSICAL, MENTAL OR SENSORY HANDICAPS WHICH MIGHT AFFECT WORK PERFORMANCE OR WHICH SHOULD BE CONSIDERED IN JOB PLACEMENT? Y/N
DO YOU EXERCISE OR WORK OUT? Y/NIF YES, HOW OFTEN?
IF NOT CURRENTLY CERTIFIED, ARE YOU WILLING TO ATTEND THE TENNESSEE LAW ENFORCEMENT ACADEMY'S TWELVE WEEK BASIC TRAINING?
DO YOU HAVE ANY PHYSICAL LIMITATIONS THAT WOULD PREVENT YOU FROM PARTICIPATING IN THE ACADEMY FITNESS TRAINING? YESNO IF YES, EXPLAIN
ARE YOU WILLING TO PHYSICALLY AND MENTALLY PREPARE YOURSELF FOR THE ACADEMY? YESNO
HAVE YOU LOST ANY WORK TIME IN THE PAST FIVE YEARS, DUE TO ILLNESS OR INJURY? YESNOIF YES, EXPLAIN
SWIMMING ABILITY: POORFAIRGOODEXCELLENT
FIRST-AID TRAINING? Y/N LIST HOW MUCH, WHEN AND WHERE:
CPR CERTIFIED? IF SO, EXPIRATION DATE
ANY OTHER TRAINING CERTIFICATIONS? (Please attach list if more space needed)

WHICH OF THE FOLLOWING CAN YOU OPERATE PROFICIENTLY: (PLEASE CHECK) AUTOMOBILE _____ 15 PASSENGER VAN _____ MOTORCYCLE___ATV____ 4-WHEEL DRIVE PICKUP TRUCK 1 TON AND ABOVE DO YOU PLAY VIDEO GAMES? Y/N_____IF YES, DESCRIBE: DO YOU OBJECT TO WEARING A UNIFORM? Y/N WOULD YOU BE WILLING TO WORK ROTATING SHIFTS? Y/N WORKING WEEKENDS? Y/N WORKING IN AN UNDERCOVER CAPACITY? LIST EXPERIENCES YOU HAVE HAD WITH FIREARMS (SERVICE, HUNTING, TARGET, ETC.): HOBBIES? SPECIAL INTERESTS? HAVE YOU HAD SPECIAL TRAINING, EXPERIENCE OR AN ABILITY WHICH WOULD BE OF VALUE TO LAW ENFORCEMENT? YES_____ NO____ IF YES, EXPLAIN:

******* LIST FOUR REFERENCES ********

(DO NOT INCLUDE RELATIVES, TEACHERS, SUPERVISORS OR LAW ENFORCEMENT OFFICERS)

1. NAME:			
ADDRESS			
PHONE#			
OCCUPATION			
YRS. KNOWN	EMAIL		
2. NAME:			
ADDRESS			
PHONE#			
OCCUPATION			
YRS. KNOWN	EMAIL		
3. NAME:			
ADDRESS			
PHONE#			
OCCUPATION			
YRS. KNOWN	EMAIL		
4. NAME:			
ADDRESS			
PHONE#	<u> </u>	OR	
OCCUPATION			
YRS. KNOWN			

LIST THREE NEIGHBORS: (PRESENT OR FORMER) 1. NAME: ADDRESS_____ PHONE#____/__OR ___/___ OCCUPATION_____ YRS. KNOWN 2. NAME:_____ ADDRESS____ PHONE#___/__OR ___/__ OCCUPATION YRS. KNOWN_____ 3. NAME: _____ ADDRESS ______ PHONE#___/__OR ___/_ OCCUPATION _____

YRS. KNOWN_____

CELL PHONE? YESNO
US POSTAL SERVICE LETTER? YESNO E-MAIL? YESNO
HOW WOULD YOU PREFER TO BE NOTIFIED?
YESNO IF YES, EXPLAIN:
IS THERE ANYTHING IN YOUR BACKROUND THAT COULD CAUSE AN EMBARASSEMENT WITH THE CHEATHAM COUNTY SHERIFF'S OFFICE?
ARE YOU A MEMBER, OR HAVE YOU EVER BEEN ASSOCIATED WITH ANY GROUP OR ORGANIZATION THAT IS ON THE SUBVERSIVE LIST OF THE U.S. GOVERNMENT? YES NO FINALLY
IF THE ANSWER IS "YES" TO THIS QUESTION, EXPLAIN IN FULL BELOW:
ARE YOU NOW OR HAVE YOU EVER BEEN A PERSON OF INTEREST IN ANY LOCAL, COUNTY, STATE OR FEDERAL AGENCY INVESTIGATION? YESNO
WOULD YOU AGREE TO A PROFESSIONALLY LICENSED AND CERTIFIED PSYCHOLOGICAL EXAMINATION? YESNO
WOULD YOU BE WILLING TO TAKE A POLYGRAPH EXAMINATION FOR CONSIDERATION AS AN EMPLOYEE WITH THE CHEATHAM COUNTY SHERIFF'S OFFICE? YESNO

****** CHEATHAM COUNTY SHERIFF'S OFFICE *******

The facts set forth in this, APPLICATION FORM AND PERSONAL HISTORY QUESTIONNAIRE, are true and correct. I understand that any false or untrue statement on this application is cause for dismissal if employed or rejection from consideration if prior to employment. I also understand that that this is an official Government Form of the Cheatham County Sheriff's Office, and that TCA 39-16-504, Destruction of and tampering with governmental records. (a) It is unlawful for any person to:

(1) Knowingly make a false entry in, or false alteration of, a governmental record (b) A violation of this section is a Class A misdemeanor

This application is not a contract for employment nor does it obligate the County Sheriff's Office in any way if I am not selected to fill a position.

If employed, I understand and agree that employment with the County Sheriff's Office is at-will and can be terminated without notice, at any time, for any reason.

To The Applicant: The County Sheriff's Office appreciates your interest in seeking employment with our organization. Thank you for taking the time and completing this application.

All hiring procedures shall comply with all state and federal laws, including but not limited to the Civil Rights Act of 1964, Age Discrimination Act, Equal Pay Act, Title VII, OSHA, Sexual Harassment/Federal Register, Religious Federal Register, Wage and Hour, and Federal Fair Employment Practices as promulgated by the U.S. Department of Labor.

I HAVE COMPLETED THIS FORM TRUTHFULLY AND TO THE BEST OF MY ABILITY.

	1 1
SIGNATURE	DATE
	SHERIFA SHERRA OF SHERRA
PRINT	
Witnessed By to be witnessed when presented to the Cour	nty Sheriff's Office or by a Notary Public



CHEATHAM COUNTY SHERIFF'S OFFICE RELEASE

APPLICANT Authorization for Release of Information

TO: Any Doctor, Physician, Psychologist, Dentist, Hospital, Nursing Home, and Selective Service Administration;

Any Academic Dean, Registrar, Principal, Guidance Counselor or authorized person at any School: University, College, Community College, Business School, Trade School, High School or Elementary School;

Any Local, State or Federal Law Enforcement Agency;

Any Past or Present Employer;

Any Credit Bureau or Retail Merchant's Association; Any Bank, Mortgage

Company or Financial Institution; Any Insurance Company;

Any Past or Present Landlord or Neighbor;

Any Person Named as a Reference;

Any State, County or Municipal Offices;

Any Bureau of Vital Statistics Office;

Any Grievance and Disciplinary Board or Committee; Any Internal Affairs Investigation Results

have applied for

Other:

employment with the County She background will be thoroughly in release of any and all informatio transcripts and disciplinary mate Sheriff's Office. This authorization for a period of six months from the	nvestigated and he in you have that co ters, to an authoriz on, or reproduction	erby authorize and request the concerns me, including acade zed representative of the Count thereof, shall remain in effects	mic unty
Date of Birth:/F	Place of Birth:		
Social Security #		_	
Drivers License #	State	_	
Signed this day of		_,	
Witnessed By:			
	,	_	
Applicant Signature		•	

CRIMINAL HISTORY / RECORDS

Last Name	First		Middle
Male Female			
DO NOT WRITE IN GRAY			
INFORMATION TO BE US	SED FOR RECORDS	CHECK ONLY Che	eatham County
Sheriff's Office			
(Print legibly)			
Name			 ,
List any other names use		es, maiden names	or names that may
have been legally change	ea:		Dhana
(Home)	(Call)		Phone
Current Address			
StateZip		_ oity	
Social Security Number			
Social Security Number Date of Birth/	/ Place of	Birth	
Driver License Number _			State
List all States you lived i	n:		
RaceSex	_		
(T1::::::::::::::::::::::::::::::::::::			
(This is to be used for Cr	'IMINAI HISTORY CNEC	KS ONIY) *********	******
Local Warrants Local Cri. H			
Bridge	ist. jaii		
NCIC Warrants NCIC Cri. Hi	st NCIC States		
ivere warrants ivere en. in	st. NGIG states		
Credit			
Checked By	_ Checked By	Checked By_	
Checked By	_ Checked By	Checked By_	
Date Date	Date		
Date Date	Date		
Yes Yes Yes			
Yes Yes Yes			
3)			
No No No			
No No No			
Yes			
Do Not write below this line	o EOD HCE by the Cou	nty Chariff's Office or	alv
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Yes No			
Date			
2)			
Yes			
No			
No			
Yes			
By			

Acceptable:		
Notified No		
Checked		
Due Employment Test Date		
Pre Employment Test Date		
Score		
Interview Date	Score	Notified
Rejection Letters Credit		
App. Date:		
Entered DateBy _		
Cri. Hist		
Interview		
Test Date Sent	By	
Patrol Jail Jail Records Mainte	nance Other	
Deputy Clerk		