

MONTGOMERY COUNTY SHERIFF'S OFFICE

120 Commerce Street
Clarksville, TN 37040
931-648-0611
www.mcsotn.org

Application for Employment AND Personal History Questionnaire



The Montgomery County Sheriff's Office is an equal opportunity employer, committed to nondiscrimination in employment on any basis including age, sex, color, race, creed, national origin, religious persuasion, marital status, political belief, military service, or disability that does not prohibit performance of essential job functions.

Employment Information

GENERAL INFORMATION

The Montgomery County Sheriff's Office is responsible for the protection of the lives and property within the boundaries of the county. We enforce all federal and state laws, and carry out the duties enumerated in the state constitution. We are a Full Service Law Enforcement Agency.

We serve and protect citizens on a 24 hour basis. All personnel accept the fact that the Sheriff's Office functions around the clock. Applicants must be agreeable to shift work, irregular hours, rotating days off, and special assignments involving compensatory or overtime. All assignments of personnel are solely at the discretion of the Sheriff, or designee. To accomplish this, we employ both sworn and non-sworn personnel.

1. Non-Sworn Personnel: We employ civilians who do not have power of arrest. Among the job categories for non-sworn personnel are; secretaries, clerk typists, records and jail (intake /booking) clerks and maintenance technicians.

2. Sworn Personnel: Sworn personnel are those employees who have the power of arrest, enforce laws, and are commissioned as law enforcement officers.

a. Patrol or Warrants Deputies are certified by the State of Tennessee and the Police Officer Standards and Training Commission after successfully completing Basic Police Academy.

b. Detention Deputies are certified by the Tennessee Corrections Institute after successfully completing their Officer Basic Course.

c. Court Deputies are required to attend and successfully complete the Court Officers and Courtroom Security Course provided by the Tennessee Law Enforcement Training Academy.

Our standards are set high as we strive to maintain a high degree of proficiency and professionalism among our employees. Only individuals who meet these standards are considered for employment.

We strive to keep our personnel updated on current trends, procedures, and laws. We provide initial and annual in-service training which all officers are required to attend and successfully complete.

BENEFITS INFORMATION

Employees of the Montgomery County Sheriff's Office are paid bi-weekly.

Normally, Montgomery County Sheriff's Office recognizes 12 holidays per year.

Regular full-time employees accrue sick leave at the rate of one day per month with unlimited accumulation.

Regular full-time employees earn 1 annual day per month for the first 5 years of employment and increases at 5-year intervals. The maximum accrual is 240 hours for non-sworn personnel and 258 for sworn personnel, at which time annual leave will roll into sick leave.

Regular full-time employees are enrolled in Tennessee Consolidated Retirement System.

Montgomery County Government adopted the State of Tennessee's Hybrid Retirement Plan to be effective January 1, 2017. Any new full-time employee hired on or after January 1, 2017 will be required to enroll. As a member of the Hybrid Plan, you are required to contribute at least 5% of your salary to the defined benefit portion of the Hybrid Plan. Contributions are made on a tax-deferred basis. Employees may also participate in a 401K or a 457b plan to supplement retirement benefits.

The Montgomery County Sheriff's Office provides a \$40,000 term life policy to all regular full-time employees.

The Montgomery County Sheriff's Office provides a Long-Term disability policy for regular full-time employees.

A \$350 deductible, preferred care plan is offered to all regular employees. This plan pays 90% of covered medical expenses after a \$350 deductible is met. Generic drugs are free, name brand drugs are subject to a separate \$75 deductible. Dental and Vision plans are also available.

The Montgomery County Sheriff's Office also makes available to employees several other products such as; additional Term Life Insurance, Short-Term Disability, Accident, Cancer and Critical Care policies along with an Employee Assistance Program.

Employment Procedure

NOTICE TO APPLICANTS

The Montgomery County Sheriff's Office maintains a commitment to recruit and retain the most qualified applicants when filling staff positions. Montgomery County is an ethnically and culturally diverse area, and we take every reasonable measure to be reflective of this diversity in the makeup of its personnel. All personnel regardless of rank or assignment are professionals and must be worthy of public trust. Because of this, we seek to hire people with good moral character and integrity.

We accept applications from all individuals. Those previously employed by the Montgomery County Sheriff's Office may be considered for rehire after a review of previous performance, employee practices, personnel file, and the exit evaluation. Employee background, performance, and evaluation information may be provided to future employers.

In our hiring practices, we 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.

We are an Equal Opportunity Employer. All employees must be able to perform essential job functions of their job description with or without reasonable accommodation. In compliance with the American with Disabilities Act, we may provide reasonable accommodations to qualified individuals with disabilities, and we encourage both prospective and current employees to discuss potential accommodations with us.

SELECTION PROCESS

Once received, applications are kept on file for a period of six months. As job vacancies arise, we typically look to the applications to identify those applicants best suited to the public safety profession. Our Background Investigator will then contact the applicants and ask if they wish to begin the selection process.

The selection process involves aptitude testing, an in-person background interview, criminal history checks, and a credit check. We then select the best-suited applicants for a hiring interview before members of our command staff, i.e. Board of Lieutenants or Executive Board. Applicants selected in the hiring interview receive a conditional offer of employment. We will then conduct a background investigation on the conditional hire.

Social Media

The integrity of the Montgomery County Sheriff's Office must be above reproach. All candidates shall avoid any conduct which would compromise their integrity or undermine public confidence if they were to be selected for employment. This relates to personal websites, social media, social networking sites, or other electronically disseminated material or communication.

This includes content that is illegal, racist, unbecoming, or unprofessional. Such content includes behavior that depicts the applicant in a negative way and reasonably interpreted as having an adverse impact on the future efficiency, harmony, morale, or operation of this Office; or safety of its employees.

Applicants are reminded that investigators may use external sources, including the internet, to evaluate an applicant's credibility. All background searches shall comply with applicable state and federal laws to include the Federal Fair Credit Reporting Act (FCRA), 15 USC Section 1681.

CONDITIONAL OFFER OF EMPLOYMENT

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

1. Physical examination.
2. Drug screening.

3. Psychological evaluation.
4. Background investigation (includes social media).
5. Firearms qualification, to include training standards required for position.
6. Meet essential job functions.
7. Agility Assessment (Clerks Excluded)

In order to provide the citizens of Montgomery County with quality law enforcement personnel, we are very thorough in our background investigations. This shall, at minimum, include a fingerprint check with state and federal agencies, verification of personnel data, claimed education and employment experience, and neighborhood and reference checks. This part of the hiring process, along with waiting for results on the medical and psychological tests and interview, can be very time consuming; and the employment process may take weeks depending on the number of applicants to be processed. In some instances, applicants may have started working for the Montgomery County Sheriff's Office prior to all results of the requirements in the Conditional Job Offer being completed and reviewed.

Applicants are hereby advised and must agree that if they do not satisfactorily complete the above listed requirements, whether it is before or after their date of employment, it will result in the employment being terminated

False statements or withholding information will be a basis for denial or termination of employment from the Montgomery County Sheriff's Office, and may constitute a violation of the law.

INTRODUCTORY PERIOD

All appointments are introductory for a period of one year at the discretion of the Sheriff, subject to the rules and regulations set forth by the Montgomery County 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 Montgomery County Sheriff's Office.

A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under FCRA. **For more information, including information about additional rights, go to www.consumerfinance.gov/learnmore or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.**

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - a person has taken adverse action against you because of information in your credit report;
 - you are the victim of identity theft and place a fraud alert in your file;
 - your file contains inaccurate information as a result of fraud;
 - you are on public assistance;
 - you are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.

- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete, or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need – usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.consumerfinance.gov/learnmore.
- **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).
- The following FCRA right applies with respect to nationwide consumer reporting agencies:

CONSUMERS HAVE THE RIGHT TO OBTAIN A SECURITY FREEZE

You have a right to place a “security freeze” on your credit report, which will prohibit a consumer reporting agency from releasing information in your credit report without your express authorization. The security freeze is designed to prevent credit, loans, and services from being approved in your name without your consent. However, you should be aware that using a security freeze to take control over who gets access to the personal and financial information in your credit report may delay, interfere with, or prohibit the timely approval of any subsequent request or application you make regarding a new loan, credit, mortgage, or any other account involving the extension of credit.

As an alternative to a security freeze, you have the right to place an initial or extended fraud alert on your credit file at no cost. An initial fraud alert is a 1-year alert that is placed on a consumer’s credit file. Upon seeing a fraud alert display on a consumer’s credit file, a business is required to take steps to verify the consumer’s identity before extending new credit. If you are a victim of identity theft, you are entitled to an extended fraud alert, which is a fraud alert lasting 7 years.

A security freeze does not apply to a person or entity, or its affiliates, or collection agencies acting on behalf of the person or entity, with which you have an existing

account that requests information in your credit report for the purposes of reviewing or collecting the account. Reviewing the account includes activities related to account maintenance, monitoring, credit line increases, and account upgrades and enhancements.

- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.consumerfinance.gov/learnmore.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:

TYPE OF BUSINESS:	CONTACT:
<p>1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates</p> <p>b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFPB:</p>	<p>a. Consumer Financial Protection Bureau 1700 G Street, N.W. Washington, DC 20552</p> <p>b. Federal Trade Commission Consumer Response Center 600 Pennsylvania Avenue, N.W. Washington, DC 20580 (877) 382-4357</p>
<p>2. To the extent not included in item 1 above:</p> <p>a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks</p> <p>b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and Insured State Branches of Foreign Banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act.</p> <p>c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations</p> <p>d. Federal Credit Unions</p>	<p>a. Office of the Comptroller of the Currency Customer Assistance Group 1301 McKinney Street, Suite 3450 Houston, TX 77010-9050</p> <p>b. Federal Reserve Consumer Help Center P.O. Box 1200 Minneapolis, MN 55480</p> <p>c. FDIC Consumer Response Center 1100 Walnut Street, Box #11 Kansas City, MO 64106</p> <p>d. National Credit Union Administration Office of Consumer Financial Protection (OCFP) Division of Consumer Compliance Policy and Outreach 1775 Duke Street Alexandria, VA 22314</p>
<p>3. Air carriers</p>	<p>Asst. General Counsel for Aviation Enforcement & Proceedings Aviation Consumer Protection Division Department of Transportation 1200 New Jersey Avenue, S.E. Washington, DC 20590</p>
<p>4. Creditors Subject to the Surface Transportation Board</p>	<p>Office of Proceedings, Surface Transportation Board Department of Transportation 395 E Street, S.W. Washington, DC 20423</p>
<p>5. Creditors Subject to the Packers and Stockyards Act, 1921</p>	<p>Nearest Packers and Stockyards Administration area supervisor</p>
<p>6. Small Business Investment Companies</p>	<p>Associate Deputy Administrator for Capital Access United States Small Business Administration 409 Third Street, S.W., Suite 8200 Washington, DC 20416</p>
<p>7. Brokers and Dealers</p>	<p>Securities and Exchange Commission 100 F Street, N.E. Washington, DC 20549</p>

8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations	Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090
9. Retailers, Finance Companies, and All Other Creditors Not Listed Above	Federal Trade Commission Consumer Response Center 600 Pennsylvania Avenue, N.W. Washington, DC 20580 (877) 382-4357

***** Please keep pages 1 thru 10 of this form for your records.**

MONTGOMERY COUNTY SHERIFF'S OFFICE

APPLICATION FOR EMPLOYMENT

Instructions: Do not misstate or omit material facts since the statements made herein are subject to verification to determine your qualifications for employment. Please print in your own handwriting using black ink. We cannot process an incomplete or illegible application. If space available is insufficient, use a separate sheet and identify each answer with the number of the referenced item. If the question does not apply to you, answer using N/A.

Date of Application: _____ Date Available to Work: _____

Position: ☐ Sworn Deputy ☐ Non-Sworn Clerk ☐ Non-Sworn
Maintenance
☐ Sworn Reserve ☐ Intern ☐ Other _____

1. Name: _____
Last, First Middle

2. Street Address: _____
City: _____ State: _____ Zip Code: _____

3. Telephone: _____ Mobile: _____
E-Mail Address: _____

4. Have you ever been convicted, forfeited bond, or are you currently on probation for any felony, or any equal offense under military law? A felony is defined as an offense punishable by imprisonment for a term of one year or greater.
Yes ☐ No ☐

If yes, give details on a separate sheet of paper for each felony offense. Include (1) date, (2) charge, (3) place, (4) court, and (5) action taken. You must disclose any felony conviction involving a sentence or suspended sentence. You may omit any offense committed before your 18th birthday which was finally adjudicated in a juvenile court.

5. Do you have a: High School diploma? Yes ☐ No ☐ GED? Yes ☐ No ☐

Please list any higher education, including colleges, universities, or vocational schools:

School and Location	From	To	Major	Degree

6. Please list each license, certificate, or other authorization to practice a trade or profession.

Certification	License Number	Issue Date	Expiration	Issuing State/Agency

7. Work Experience: Use the job blocks below to complete your work history, beginning with your present job: If necessary, you may attach additional sheets to provide your complete work history.

Job	Title: _____	Employment	Dates: _____ / _____
Hours per week: _____ Amount of leave taken from work : _____ Disciplinary Action: _____			
Employer Name: _____		Employer Phone: _____	
Employer Address: _____			
Name of Supervisor: _____		# of people you supervised: _____	
Reason for leaving: _____			
Duties: _____			

Job	Title: _____	Employment	Dates: _____ / _____
Hours per week: _____ Amount of leave taken from work : _____ Disciplinary Action: _____			
Employer Name: _____		Employer Phone: _____	
Employer Address: _____			
Name of Supervisor: _____		# of people you supervised: _____	
Reason for leaving: _____			
Duties: _____			

Job Title: _____ Employment Dates: _____ / _____

Hours per week: _____ Amount of leave taken from work : _____ Disciplinary
Action: _____

Employer Name: _____ Employer Phone: _____

Employer Address: _____

Name of Supervisor: _____ # of people you supervised: _____

Reason for leaving: _____

Duties: _____

Job Title: _____ Employment Dates: _____ / _____

Hours per week: _____ Amount of leave taken from work : _____ Disciplinary
Action: _____

Employer Name: _____ Employer Phone: _____

Employer Address: _____

Name of Supervisor: _____ # of people you supervised: _____

Reason for leaving: _____

Duties: _____

Job Title: _____ Employment Dates: _____ / _____

Hours per week: _____ Amount of leave taken from work : _____ Disciplinary Action: _____

Employer Name: _____ Employer Phone: _____

Employer Address: _____

Name of Supervisor: _____ # of people you supervised: _____

Reason for leaving: _____

Duties: _____

8. Special Qualification Information: Employment consideration for some jobs is limited to U.S. citizens and/or to individuals who meet minimum age requirements. Only answer questions that pertain to the position you seek.

For sworn position only: Are you a U.S. citizen? Yes ☐ No ☐

For sworn positions only: Are you at least 21 years of age? Yes ☐ No ☐

For all positions: Are you at least 18 years of age? Yes ☐ No ☐

9. List five references: Do not include relatives, teachers, supervisors or Sheriff's Office employees.

Name	Occupation	Street Address	City/State/Zip Code	Telephone

10. Emergency Contact Information:

Name: _____ Telephone: _____

11. Signature:

Under penalty of perjury, I certify that the information I am providing in this application is complete, correct, and true to the best of my knowledge. Once submitted, I am aware that this application becomes a government document. I am aware that should investigation show any falsification or material misrepresentation, I will not be considered for employment, or if employed,

I will be dismissed and disqualified from future consideration. I am aware that this application is not a binding contract, and does not obligate the Montgomery County Sheriff's Office in any way if I am not selected for employment. I am aware that the Montgomery County Sheriff's Office is an at-will employer. I am aware that any employment, if offered, may be terminated at any time at the will of the Sheriff.

Signature of Applicant: _____ Date: _____

Signature of Witness: _____ Date: _____
Notary Public or MCSO employee

MONTGOMERY COUNTY SHERIFF'S OFFICE PERSONAL HISTORY QUESTIONNAIRE

Purpose and Use: The principal purpose of this document is to collect information needed to determine qualifications, and suitability for employment in a public safety agency. Every member of this agency holds a position of public trust due to the nature of our profession and proximity to sensitive information. The public holds us to a high standard and we are obligated seek applicants who maintain high standards. Your completed application and this questionnaire will be used to examine and assess your qualifications.

Instructions: Do not misstate or omit material facts since the statements made herein are subject to verification to determine your qualifications for employment. Please print in your own handwriting using black ink. We cannot process an incomplete or illegible questionnaire. If space available is insufficient, use a separate sheet and identify each answer with the number of the referenced item.

1. Name: _____

Last,

First

Middle

2. List all names you have used in education, employment, or financial transactions:

3. List previous addresses for the last ten years:

Street Address	City/State/Zip Code	Beginning	Ending

4. List all relatives, friends, or acquaintances employed or formerly employed by Montgomery County Sheriff's Office:

Name	Type of Relationship	Years known

5. If applicable, list the names of your current spouse, all former spouses, domestic partner, and provide the requested information:

Name:	Date Married:
Reason for End (death, divorce, etc.):	Date Ended:
Address:	Telephone:

Name:	Date Married:
Reason for End (death, divorce, etc.):	Date Ended:
Address:	Telephone:
Name:	Date Married:
Reason for End (death, divorce, etc.):	Date Ended:
Address:	Telephone:

6. List information for three current neighbors:

Name	Address	Telephone

7. Activities:

Have you ever been cited or arrested for any reason?

Yes ☐ No ☐

Have you ever been convicted of, pled guilty to, or pled no contest to a felony?

Yes ☐ No ☐

Have you ever been convicted of, pled guilty to, or pled no contest to a misdemeanor?

Yes ☐ No ☐

Have you ever been on parole or probation for any reason?

Yes ☐ No ☐

Have you ever been convicted of a traffic offense, excluding parking violations?

Yes ☐ No ☐

Have you or ever been involved in any Civil Court action?

Yes ☐ No ☐

Have you ever had a civil order placed against you? Examples include: Orders of Protection, restraining orders, injunction against harassment, etc.

Yes ☐ No ☐

Has law enforcement been called to your residence in the past 10 years?

Yes ☐ No ☐

Have you ever done anything to harm, insult, or frighten another person because of that person's race, color, national origin, gender identity, sexual orientation, age, religion, creed or disability?

Yes ☐ No ☐

Have you any racial, ethnic, religious, sexual or other prejudices that will affect your job performance?

Yes ☐ No ☐

Are there any incidents in your life not mentioned herein which may reflect upon your suitability to perform the duties which you may be called upon to take or which might require further explanation?

If yes to any of the above, explain. Include date of incident, place of incident, brief explanation of incident, and final outcome of incident. Use additional sheets of paper if needed: _____

8. Illegal Drug Use:

Do you currently or have you ever possessed, sold, transported, or used illegal drugs?

Yes ☐ No ☐

Have you ever used prescription medication that was prescribed for someone else?

Yes ☐ No ☐

If yes, explain: _____

9. Subversive Organizations:

Are you now or have you ever advocated the overthrow of our constitutional form of government, or adopted the policy of advocating or approving the commission of acts of force or violence to deny other persons their rights under the Constitution of the United States or sought to alter the form of government of the United State by unconstitutional means?

Yes ☐ No ☐

Are you now or have you ever been a member of an organization that advocates the overthrow of our constitutional form of government or approves the commission of acts of force, other than

in self-defense or defense of others, or violence?

Yes ☐ No ☐

Are you now or have you ever been associated with any gang, club or other organization that is or has been involved in any illegal conspiracy, drug trafficking, or other unlawful activity or criminal act?

Yes ☐ No ☐

If yes to any of the above, explain in detail on a separate sheet and attach to questionnaire.

10. Vehicle Operator's License:

Current Driver's License Number: _____ Issued by State of: _____

List all states that have issued a driver's license to you: _____

Have you ever been denied issuance of a license or have you ever had a license suspended or revoked? Yes ☐ No ☐ If yes, explain: _____

Have you ever had automobile insurance withdrawn or revoked or have you ever been refused auto insurance? Yes ☐ No ☐ If yes, explain: _____

List all traffic accidents in which you were a driver. Indicate whether the accident was chargeable or non-chargeable, and the approximate date, type and location: _____

Give name and address of the insurance company with whom you now have automobile insurance, _____ including _____ coverage:

11. Financial Information:

Are you currently overdue or behind on payments for child support or student loans?

Yes ☐ No ☐

Do you have any accounts currently in collections status?

Yes ☐ No ☐

Have any judgments ever been issued against you?

Yes ☐ No ☐

If yes to any of the above, explain: _____

12. Employment History:

Have you ever been disciplined for your behavior at work?

Yes ☐ No ☐

In non-military service, have you for any cause ever been discharged, asked to resign, laid-off, or put on inactive status, or subjected to disciplinary action?

Yes ☐ No ☐

Have you ever resigned or quit after being informed your employer intended to discharge you for any reason?

Yes ☐ No ☐

If yes to any of the above, explain: _____

How many days of work have you missed in the last five years? _____

13. Military Service:

Have you ever served in the U.S. Armed Forces?

Yes ☐ No ☐

Branch of Service: _____

Rank: _____

Dates of Service: _____ / _____

Discharge Type/Condition: _____

If currently serving, provide rank, name, unit, location, and point of contact for immediate superior:

Were you ever subjected to disciplinary action or convicted for an offense in a trial by court-martial or equivalent?

Yes ☐ No ☐

If yes, explain in detail on a separate sheet and attach to questionnaire.

14. Special Qualification and Skills:

Foreign language(s) known and level of fluency on written and spoken basis: _____

Special license(s) such as pilot, radio operator, etc., showing license authority, when the license was first issued and date current license expires: _____

Special skills you possess, and machines and equipment you can use (for example: weaponry, radio, software, computer, etc.): _____

Approximate number of words per minute: Typing: _____ Shorthand: _____

Special qualifications not covered in application (for example: patents or inventions, public speaking and publications, membership in professional or scientific societies, honors or fellowships received).

15. Additional Fitness for Duty:

If employed, will you require reasonable accommodation to perform essential job functions:

Do you have any objections to wearing a uniform, working overtime on short notice, shift work, or rotating shifts or days off?

Yes ☐ No ☐

16. Individual Questions:

Why do you want to work here? _____

How did you find out about us? _____

Describe anything you want us to know about your personal history that was not addressed in this questionnaire: _____

Are you willing to take a polygraph or equivalent, concerning the responses you have given in the application and the questionnaire?

Yes ☐ No ☐

17. Signature:

Under penalty of perjury, I certify that the information I am providing in this questionnaire is complete, correct, and true to the best of my knowledge. Once submitted, I am aware that this questionnaire becomes a government document. I am aware that should investigation show any falsification or material misrepresentation, I will not be considered for employment, or if employed, I will be dismissed and disqualified from future consideration. I am aware that this questionnaire is not a binding contract, and does not obligate Montgomery County Sheriff's Office in any way if I am not selected for employment. I am aware that Montgomery County Sheriff's Office is an at-will employer. I am aware that any employment, if offered, may be terminated at any time at the will of the Sheriff.

Signature of Applicant: _____ Date: _____

Signature of Witness: _____ Date: _____

Notary Public or MCSO employee

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- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.

- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete, or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need – usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.consumerfinance.gov/learnmore.
- **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).
- The following FCRA right applies with respect to nationwide consumer reporting agencies:

CONSUMERS HAVE THE RIGHT TO OBTAIN A SECURITY FREEZE

You have a right to place a “security freeze” on your credit report, which will prohibit a consumer reporting agency from releasing information in your credit report without your express authorization. The security freeze is designed to prevent credit, loans, and services from being approved in your name without your consent. However, you should be aware that using a security freeze to take control over who gets access to the personal and financial information in your credit report may delay, interfere with, or prohibit the timely approval of any subsequent request or application you make regarding a new loan, credit, mortgage, or any other account involving the extension of credit.

As an alternative to a security freeze, you have the right to place an initial or extended fraud alert on your credit file at no cost. An initial fraud alert is a 1-year alert that is placed on a consumer’s credit file. Upon seeing a fraud alert display on a consumer’s credit file, a business is required to take steps to verify the consumer’s identity before extending new credit. If you are a victim of identity theft, you are entitled to an extended fraud alert, which is a fraud alert lasting 7 years.

A security freeze does not apply to a person or entity, or its affiliates, or collection agencies acting on behalf of the person or entity, with which you have an existing account that requests information in your credit report for the purposes of reviewing or collecting the account.

Reviewing the account includes activities related to account maintenance, monitoring, credit line increases, and account upgrades and enhancements.

- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.consumerfinance.gov/learnmore.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:

TYPE OF BUSINESS:	CONTACT:
<p>1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates</p> <p>b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFPB:</p>	<p>a. Consumer Financial Protection Bureau 1700 G Street, N.W. Washington, DC 20552</p> <p>b. Federal Trade Commission Consumer Response Center 600 Pennsylvania Avenue, N.W. Washington, DC 20580 (877) 382-4357</p>
<p>2. To the extent not included in item 1 above:</p> <p>a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks</p> <p>b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and Insured State Branches of Foreign Banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act.</p> <p>c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations</p> <p>d. Federal Credit Unions</p>	<p>a. Office of the Comptroller of the Currency Customer Assistance Group 1301 McKinney Street, Suite 3450 Houston, TX 77010-9050</p> <p>b. Federal Reserve Consumer Help Center P.O. Box 1200 Minneapolis, MN 55480</p> <p>c. FDIC Consumer Response Center 1100 Walnut Street, Box #11 Kansas City, MO 64106</p> <p>d. National Credit Union Administration Office of Consumer Financial Protection (OCFP) Division of Consumer Compliance Policy and Outreach 1775 Duke Street Alexandria, VA 22314</p>
<p>3. Air carriers</p>	<p>Asst. General Counsel for Aviation Enforcement & Proceedings Aviation Consumer Protection Division Department of Transportation 1200 New Jersey Avenue, S.E. Washington, DC 20590</p>
<p>4. Creditors Subject to the Surface Transportation Board</p>	<p>Office of Proceedings, Surface Transportation Board Department of Transportation 395 E Street, S.W. Washington, DC 20423</p>
<p>5. Creditors Subject to the Packers and Stockyards Act, 1921</p>	<p>Nearest Packers and Stockyards Administration area supervisor</p>
<p>6. Small Business Investment Companies</p>	<p>Associate Deputy Administrator for Capital Access United States Small Business Administration 409 Third Street, S.W., Suite 8200 Washington, DC 20416</p>
<p>7. Brokers and Dealers</p>	<p>Securities and Exchange Commission 100 F Street, N.E. Washington, DC 20549</p>
<p>8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations</p>	<p>Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090</p>

9. Retailers, Finance Companies, and All Other Creditors Not Listed Above	Federal Trade Commission Consumer Response Center 600 Pennsylvania Avenue, N.W. Washington, DC 20580 (877) 382-4357
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**MONTGOMERY COUNTY SHERIFF'S OFFICE
PERSONAL INQUIRY WAIVER**

-TO BE COMPLETED BEFORE A NOTARY PUBLIC-

To: _____,
(For Background Investigator use only)

I, _____, have applied for employment with Montgomery County Sheriff's Office. I specifically authorize this agency to conduct a background check to determine my suitability for work as a professional in a public safety agency.

I respectfully request and specifically authorize you to furnish to Montgomery County Sheriff's Office any and all information that concerns me. This includes, but is not limited to: work records, school record, reputation, financial and credit status, social media, and criminal record. This information is to be used to assist them in determining my qualifications and fitness for the position I am seeking with them.

I agree that the source of any negative information will remain confidential. I have received and acknowledge my rights under the Federal Fair Credit Reporting Act (FCRA), 15 USC Section 1681. I further agree that all information and materials gathered are property of Montgomery County Sheriff's Office.

I hereby release you, your organization, or others from any liability or damage which may result from furnishing the information requested above. This authorization, or reproduction thereof, shall remain in effect for a period of six months from the date of execution of this document.

APPLICANT SIGNATURE

DATE

Address (Numerical, Street, City, State, Zip Code)

Telephone

Date of Birth

Last 4 - SSN

NOTARY ACKNOWLEDGEMENT

State of Tennessee

County of _____

Personally appeared before me, the undersigned notary public for said county and state, _____, to me known (or proved to me on the basis of satisfactory evidence) to be the person who executed the within instrument for the purpose therein contained.

Witness my hand, at office, this _____ Day of _____, _____.

NOTARY PUBLIC

My Commission expires: _____

**MONTGOMERY COUNTY SHERIFF'S OFFICE
RECORDS CHECK**

-DO NOT WRITE IN GRAY AREAS-

1. Name: _____
Last, First Middle
Social Security Number: _____ - _____ - _____ Date of Birth: _____
Driver's License Number: _____ Issued by State of: _____
2. Street Address: _____
City: _____ State: _____ Zip Code: _____
3. Telephone: _____ Mobile: _____
E-Mail Address: _____
4. List all States you lived in: _____

DO NOT WRITE BELOW THIS LINE
FOR USE BY THE MONTGOMERY COUNTY SHERIFF'S OFFICE ONLY

Local Warrants Checked By _____ Date _____ Yes _____ No _____

Local Cri. Hist. Checked By _____ Date _____ Yes _____ No _____

Jail Checked By _____ Date _____ Yes _____ No _____

Bridge Checked By _____ Date _____ Yes _____ No _____

NCIC Warrants Checked By _____ Date _____ Yes _____ No _____

NCIC Cri. Hist. Checked By _____ Date _____ Yes _____ No _____

NCIC States 1. _____ Yes _____ No _____ 2. _____ Yes _____ No _____ 3. _____ Yes _____ No _____

Credit Checked By _____ Date _____ Acceptable: Yes _____ No _____

Pre-Employment Test Date _____ Score _____ Notified _____

Interview Date _____ Score _____ Notified _____

Rejection Letters Credit _____
Cri. Hist _____
Interview _____
Test _____ Date Sent _____ By _____

Sworn Deputy Clerk Maintenance Reserve Intern Other: _____

App. Date: _____ Entered Date _____ By _____