

## **DNR Law Enforcement Division**

### **Law Enforcement Employment Standards**

Employment in a state law enforcement agency involves public trust. The Department of Natural Resources, Law Enforcement Division will employ only those persons whose conduct, character, and behavior does not discredit them or the Department of Natural Resources, Law Enforcement Division. The DNR LED employment process will address the integrity, ethical conduct, honesty, prejudices, financial responsibility (credit), and past behavior of all applicants. We employ the following standards for the hiring of candidates for POST Certified positions.

#### **Any of the following will disqualify persons from employment in a POST Certified position with the DNR, LED:**

##### **A. GENERAL**

1. Deliberate misrepresentation, falsification or omission on any application, preliminary interview questionnaires, polygraph, work history, background documents, or pre-employment documents.
2. Deliberately making inaccurate, misleading, false, or fraudulent statements during the employment process
3. Conduct or activity which reflects a disregard for local, state, or federal laws or which conflicts with the standards of behavior or ethical principles of the DNR, LED
4. Delinquency on education or government loans unless the applicant is on an approved payment plan
5. Personal state or federal tax liability unless the applicant is on an approved payment plan
6. Failure to meet required educational or professional licensing or certification.

##### **B. CRIMINAL HISTORY**

Candidates will be removed from consideration for employment upon discovery of:

1. Sufficient misdemeanor convictions to establish a pattern of disregard for the law
2. Any felony conviction
3. Any outstanding criminal charge pending adjudication
4. Current criminal probationary status
5. Admission to, or discover of, involvement in any crime of a serious or aggravated nature
6. Ongoing criminal activity or history of criminal activity other than minor traffic offenses.

### **C. FINANCIAL HISTORY STANDARDS**

Candidates for employment will be removed from consideration for employment upon discovery of:

1. Poor management of personal finances within the past five years. Debts, pending civil suits, garnishments, dispossessory warrants, bankruptcies, etc., will be investigated to determine a candidate's suitability for employment
2. Failure to provide requested financial documentation of bankruptcies, tax liens, delinquent loans, etc., within the time limit specified by the background investigator

### **D. DRIVER'S HISTORY**

1. Any number of traffic offense convictions and/or pleas of *nolo contendere* sufficient to establish a pattern of disregard for the law. When a pattern is demonstrated, a candidate must not have any violations within three (3) years of the application date
2. Any conviction or plea of *nolo contendere* to Driving Under the Influence of Drugs or Alcohol (DUI) within the past five (5) years
3. Any conviction or plea of *nolo contendere* within the past five (5) years for any serious traffic offense, including, but not limited to:
  - a. Fleeing or Attempting to Elude a Police Officer
  - b. Vehicular Homicide (misdemeanor)
  - c. Failure to Stop, Render Aid, or Leave Information
  - d. Racing
4. Five or more convictions and/or pleas of *nolo contendere* within the past two (2) years for any moving violations
5. Applicants must possess a valid driver's license with no restrictions other than corrective lenses
6. Outstanding traffic charges pending adjudication may delay processing of application for employment

### **E. ALCOHOL**

1. Apparent intoxication or the odor of alcoholic beverage about the breath or person of an applicant at any pre-employment appointment
2. Any pattern of use that suggests un-rehabilitated alcohol abuse

## **F. ILLEGAL DRUG USE**

1. Any of the following will disqualify a person from employment in a sworn position with the DNR, LED:
  - a. Current illegal drug use
  - b. Deliberate misrepresentation of illegal drug history in connection with the application and employment process
  - c. Illegal sale, distribution, transporting, possession, or manufacturing (to include growing) of any drug
  - d. Illegal use of any drug while employed in any law enforcement or criminal justice position or while employed in any position which carries a high level of responsibility or public trust
  - e. Deliberate association of a personal nature within the past one (1) year with persons who use or possess illegal drugs in the presence of the applicant. Deliberate association will be determined by:
    1. Number of instances
    2. Circumstances of incident(s)
    3. Applicant's response or lack of response to the incident(s)
  - f. Use or illegal possession of marijuana or any cannabis derivative within three (3) years of the application date
  - g. Any pattern of marijuana, or any cannabis derivative, use or illegal possession that suggests un-rehabilitated substance abuse
  - h. Use or illegal possession of any illegal drug or combination of illegal drugs, other than marijuana or any cannabis derivative, within ten (10) years of the application date
  - i. Use or illegal possession of any illegal drug or combination of illegal drugs, other than marijuana or any cannabis derivative, more than five (5) times
  - j. Any pattern of drug use that suggests un-rehabilitated substance abuse
  - k. Use of any prescription drug prescribed to another will be evaluated by the LED Director.

## **G. WORK HISTORY**

Applicants may be disqualified from employment based upon a review of records and related suitability as determined by the DNR, LED Director or other authorized personnel for any of the following:

1. Failure to provide complete employment history, including complete addresses, phone numbers, and accurate dates of employment
2. Discharge from previous employment(s)

3. Unsatisfactory job performance in previous employment(s)
4. Resignation from previous employment with pending criminal or administrative charges or while under investigation
5. Suspension or revocation of professional certification or license
6. Discipline or citation for a breach of professional ethics or unprofessional conduct
7. Arrest for a felony or misdemeanor when such an incident has a job-related impact
8. Any combination of incidents that demonstrates an unstable work history, including, but not limited to:
  - a. Frequent job changes
  - b. Negative recommendation by previous employer(s)
  - c. Excessive absenteeism and/or tardiness
  - d. Negative attitude toward supervision
  - e. Poor job performance based upon lack of willingness or inability to accept responsibility, follow instructions, or fulfill obligations
  - f. Excessive disciplinary actions
  - g. Poor relationships with fellow employees and/or supervisors
  - h. Complaints or reports of workplace violence, harassment or discrimination against another

#### **H. MILITARY HISTORY STANDARDS**

Any of the following will disqualify persons from employment with the DNR, LED:

1. Any discharge from military service with less than honorable conditions. General discharges will be investigated to determine candidate's suitability for employment
2. Any disciplinary actions initiated while serving in the military that are determined to impact upon the applicant's suitability for employment

#### **I. BODY ART, TATTOOS, BRANDS, IMAGES, EXPRESSIONS**

1. Body art, tattoos, brands or images that are visible or may become visible while on duty or in uniform are prohibited.
2. Body piercing which is visible anytime while on duty and/or in uniform is prohibited.
3. The display of any unprofessional or offensive image, phrase or other expression, or excessive tattoos shall not be tolerated.
  - a. For the purpose of this section, "display" includes:
    1. May become visible during member's work activities, and or

2. The image, phrase or other expression is found on any clothing item or accessory worn by the member at any time.
- b. Unprofessional or offensive shall include but not limited to:
1. Depictions of nudity, violence or criminal activity
  2. Sexually explicit/vulgar art, words, profane language
  3. Symbols likely to incite a strong negative reaction in any group, i.e. swastikas, etc.
  4. Initials, symbols or acronyms that represent criminal or historically oppressive organizations or activities e.g. AB, KKK, SS, street gang names, and/or symbols.

## Game Warden Duties

The following information is provided to give you a realistic understanding of the duties and responsibilities of a Game Warden. Under Georgia law, Game Wardens may exercise the full authority of Peace Officers while in the performance of their duties. To ensure that you understand what you are applying for please read the following carefully.

In the event you are successful and offered a position as a Game Warden that your duties and assignments could include the following:

- Working alone at night in isolated parts of a county without back-up.
- Operating vessels in hazardous waters that include rivers, impoundments, and coastal waters often alone in inclement weather during the hours of darkness.
- Work most Holidays and weekends.
- Be able to present interviews for TV, radio, and other media outlets concerning DNR functions and operations.
- Providing oral presentations to large groups on DNR programs and activities.
- Providing information & education classes to students on hunter education and boating safety issues.
- Detached from your assigned duty station to assist in other parts of the state for extended periods of time for specialized details and operations that may be dangerous.
- Sometimes having to make repairs to assigned equipment in inclement weather without any assistance or aid.
- Provide assistance to other Law Enforcement agencies with traffic accidents, fatalities, domestic violence, search warrants, drug violations, civil disturbances, stakeouts, and environmental disasters, including floods, tornadoes and hurricanes for extended time frames. (Hurricane Katrina)
- Coordinate search and rescue operations on land and the recovery of drowning victims on the water. Must be able to deal with deceased victims.
- Sometimes execute "high risk" arrest and search warrants.
- Remain vigilant and prepared at all times to execute the use of "deadly force" in the event a perpetrator has the ability, opportunity, and places you or a third person in immediate jeopardy of receiving serious bodily harm or death.
- Remain in an "on call" duty status when scheduled in service.
- Maintain proficiency in the use of firearms and defensive tactics.
- Deal with landowner disputes who sometimes criticize you and the department.
- You will be held accountable to a "higher standard" by external customers, the general public, and the Department.
- Enforce laws and regulations dealing specifically with the general public's leisure time.
- Your Captain and Sergeant will receive complaints on you with regard to enforcement decisions and statements that may or may not be made at the time of arrest or encounter that you will be required to file written and oral reports as to actual events and comments.

- You will be required to operate 4X4 trucks in hazardous conditions and area's launching boats, sometimes having to physically remove a 25 HP out board from the bed of the truck and attach to the transom of the boat.
- You will also be required to operate ATV's in isolated areas.
- You will be required to fly areas in a departmental aircraft as an observer for the pilot.
- Sometimes detached to a region office for office duty which may include cutting grass, operating a weed eater, edger, blower, forklift, etc. In addition, you may have to assist with electrical and carpentry tasks, minor vehicle & boat repairs, answering telephones, and selling licenses to walk-in customers.
- During basic training you will be exposed to intense defensive tactics training and expected to be sprayed with pepper spray.
- During basic training you will be exposed to intense physical exercise, which normally occurs at 5:00 a.m.
- Does your spouse and/or family understand that this is a statewide organization and you will not be given a choice of location assignment? The command staff based on the needs of the organization and the protection of the resource makes these assignments
- You will be required to move and establish a residence in your assigned area.