

100 CEA-Applicants

October 2006

The following represents an analysis of 100 consecutive police applicants who completed the Computer Employment Application (CEA) as part of the selection process for a public law enforcement agency.

The vast majority of the 100 applicants completed the CEA after they had already completed most of the screening steps in the selection process, including for many the psychological assessment. In most cases this meant that they had already completed the:

- Initial written job application
- Written aptitude test
- Written examination
- Physical agility test
- Oral Interview(s) by the panel (board)
- Personal Background Interviews by Detective (Background Unit)
- Personal History Questionnaire (39 + pages)
- N.C.I.C and C.J.I.S. record checks
- Credit Report
- State, County, federal and local record checks
- Driving Record Checks
- Field Background Check
- Drug test

None of the applicants in this study had completed the polygraph examination prior to the CEA.

Special Note: 25% of this group of applicants had current or prior law enforcement experience when they completed the CEA

Analysis of information from these 100 police applicant CEA interview reports compared to a set of federal agency hiring guidelines indicate the following:

OVERALL (ALL AREAS)

| | |
|---------------------------|----------|
| Met Hiring Guidelines | 34 (34%) |
| Did Not Meet Guidelines | 58 (58%) |
| Marginally Met Guidelines | 8 (8%) |

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Here are the details for each of the 100 applicants:

CEA admissions for Police Applicant #1

Stole \$60.00 in merchandise from a job
Stole \$50.00 in money from a job
Used codeine illegally 7 months ago
Used marijuana three times in the last five years; the last time being two years ago
Used Aderal illegally about eight months ago

CEA admissions for Police Applicant #2

Suspended four days from a job for "creating a hostile work environment."

CEA admissions for Police Applicant #3

Used marijuana 20 times, last time being over nine years ago
Used acid 10 times, cocaine seven times and mescaline once all over 14 years ago
Bought marijuana three times and LSD three times over 14 years ago.

CEA admissions for Police Applicant #4

Left two jobs with a day or less notice
One employer would give an unfavorable reference for leaving the job suddenly

CEA admissions for Police Applicant #5

Uncharacterized discharged from Army (Military Police)
Left security job with no notice
Absent from work a high number of times
Credit card fraud as juvenile (undetected crime)

CEA admissions for Police Applicant #6

Worked 6 and ½ years as a police officer for 2 departments
Received written warning for not replacing his can of OC gas spray in a timely manner; said he sprayed a pit bull 3 months earlier and never replaced it with a new can
Stole \$2.00 in merchandise from a police employer
Failed to list 3 part time security jobs on written police application which he held for 18 months, 12 months and 1 month respectively

CEA admissions for Police Applicant #7

Left Department of Corrections without notice
Used marijuana (off duty) while employed as a correctional officer
Last time used marijuana was two years ago

CEA admissions for Police Applicant #8

Left job without notice
Used marijuana five times in the last five years
Last time used marijuana was two years ago
Received a written warning from an employer for misuse of the Internet

CEA admissions for Police Applicant #9

Stole two VCR's worth \$100.00 each from current job

CEA admissions for Police Applicant # 10

Received written warning 12 months ago at current job for not correctly filing an invoice
Received 1 or 2 written warnings for "minor" cash shortages at his current job
Left one employer with one day notice where he had worked for 9 months

CEA admissions for Police Applicant #11

Used marijuana twice; the last time being 5 years ago

CEA admissions for Police Applicant #12

Asked to resign from hospital after two months
Written warning at another job for improper documentation procedure

CEA admissions for Police Applicant #13

Fired from one job after four months for absenteeism
Did not tell department he/she was fired from that job and falsified written application about reason for leaving that job
Lied on CEA when he denied use of marijuana; said he has used marijuana once six years ago
Lied on CEA when he denied receiving written warnings; said he was written up at his current job for absenteeism

CEA admissions for Police Applicant #14

Used marijuana twice; the last time being two yrs ago

CEA admissions for Police Applicant #15

Permanency may be an issue
Did not list a job held for three years on 15 page written police application
Stole four cases of beer, gave out unauthorized discounts and stole other merchandise worth over \$100.00 from employers in the last five years
Stole about \$10.00 in money from current job
Shoplifted three times in the last five years
Convicted of shoplifting in Arizona seven years ago
Used marijuana five times

CEA admissions for Police Applicant #15 continued

Used someone's prescription pain pills three times
Convicted (at age 18) in Logan, Utah for Minor in Consumption of Alcohol

CEA admissions for Police Applicant #16

Fired from US Army Corps of Engineers for not performing duties as requested
Left three jobs with one day notice

Police Applicant #17 made no significant admissions**CEA admissions for Police Applicant #18**

Police Officer and several years in private security/loss prevention
Fired from one employer for making a bad retail stop
Used marijuana 50 times; the last time being 11 yrs ago
Sold illegal drugs twice 11 yrs ago
Convicted, Invalid FOID card, fined \$150.00 10 yrs ago (age 23 at the time)
Undetected, drunk driving, 3 times, the last time 10 yrs ago
Uncharacterized discharged from military

CEA admissions for Police Applicant #19

Two written warnings for being late for work at current job
Theft of \$10.00 in clothing from current job
Paint balled and broke car windows with a bat five times; the last time was about six years ago (as juvenile)
Witnessed theft of property (juvenile)

CEA admissions for Police Applicant #20

Received a written warning for accident involving his squad car
Arrested for domestic battery two years ago

Police Applicant #21 made no significant admissions**CEA admissions for Police Applicant #22**

Applicant had past Law Enforcement experience
Asked to resign from State Police after four months
Did not list this job with the State Police on the department's written application

Police Applicants #23 made no significant admissions

CEA admissions for Police Applicant #24

Currently a police officer and has been for the last 2 years
 Fired from last job but does not know reason he/s was fired
 Bought drugs illegally once 12 years ago
 Hit & run as juvenile
 Fired gun next to some businesses in Milwaukee 11 years ago on four occasions
 Drank and drove 15 times, last time 8 years ago
 Fired hand gun into telephone books while inside apartment two times; the last time was 8 years ago;
 Assault (undetected crimes), on ten occasions threatened to beat people up and cause them harm
 Stole \$70 in merchandise while self employed
 Sold Steroids once 12 yrs ago
 Bought Steroids
 Rank of E-1 when discharged from military
 Undetected juvenile crimes ranging from fighting to shoplifting to reckless conduct
 Adult undetected crimes ranging from 10 assaults to discharging firearm to DUI

Police Applicant #25 made no significant admissions**CEA admissions for Police Applicant #26**

Applicant is a Deputy Sheriff currently and has been for the last 2 ½ years
 Shoplifted 18 months ago

CEA admissions for Police Applicant #27

Applicant is currently a police officer and has been for the last 2 ½ years
 Previously had been with the Sheriff's department for 1 ½ years
 Stole \$5.00 worth of materials from his jobs
 Vandalism (\$200.00 damage) as a juvenile

CEA admissions for Police Applicant #28

Applicant currently works as a guard at a nuclear facility; indicated he/she has done the following ten or more years ago:
 LSD two times
 Mescaline twice
 Mushrooms twice
 Cocaine three times
 Crack once
 Amphetamines ten times
 Ecstasy
 Marijuana 100 time
 Bought marijuana 25 times
 Bought cocaine three times
 Bought crack once
 Bought amphetamines 10 times
 Bought LSD twice

CEA admissions for Police Applicant #28 continued

Took a joy ride in a stolen car (age 16)

Acted as the get-away driver twice when friend enter property and stole money (age 16)

Stole beer from beer truck three times (age 16)

CEA admissions for Police Applicant #29

As loss prevention associate at one of nation's largest retail firms, stole video tape of a female shoplifter

Received written warning at above job for stopping a person he thought stole an item but had not

At this same job missed work and was late for work due to consumption of alcoholic beverages

Worked at one job for two months and quit without giving notice

Fired from the Juvenile Center where he worked as a detention officer for two months; said he was never given an explanation as to why he was fired

Missed work at another major retailer due to consumption of alcoholic beverages

Used marijuana 30 times; last time used marijuana was five years ago

Bought marijuana 10 times; last time bought (two ounces) was seven years ago

High number of days missed and high number of times late from work in the last five years

Convicted of shoplifting as a minor

Look out and/or participated in 48 undetected crimes as a minor such as, vandalism to property

30 times, entered cars five times with friends and stole items, shoplifting, trespass/enter

clubhouse and stole money/ and merchandise and six fights

CEA admissions for Police Applicant #30

Used marijuana four times; the last time used marijuana was five years ago

Bought marijuana once five years ago

CEA admissions for Police Applicant #31

Used marijuana two times; the last time used five years ago

Vandalism (broke car windows/\$400 damage) as juvenile

CEA admissions for Police Applicant #32

Applicant is currently a police officer at two departments, three years police officer at third department, past school teacher and security officer positions

Used opium about 10 times; last time used opium eight years ago

Used LSD about 50 times, last time used LSD nine years ago

Used mushrooms five times last time used was seven years ago

Used cocaine six times; last time used was five years ago

Used marijuana about 125 times, last time used was 4 ½ years ago

Used hashish once five years ago

Used Xanax once about 11 years ago

Bought mushrooms three times; last time bought was 7 years ago

Bought marijuana about 50 times; most recent purchase was four grams five years ago

Bought cocaine (three grams) once six years ago

CEA admissions for Police Applicant #32 continued

Bought LSD about 50 times; last time bought LSD was eight years ago; largest quantity of LSD bought was enough for 21 to 40 uses
 Sold marijuana 10 times; most recent sale (21 to 40 grams) was nine years ago
 Sold LSD five times, largest quantity sold was 21 to 40 uses nine years ago
 Receive written warning at police department for responding to a rescue call in a police boat while not on duty
 Received written warning at hospital for "threatening to pepper spray a violent patient who was attempting to flee from the psychiatric ward,"
 Vandalized vehicle & house (\$500.00 damages) as juvenile (undetected crimes) three times

CEA admissions for Police Applicant #33

Applicant is currently employed Juvenile Detention Center, past jobs in loss prevention and children's home
 Receive written warning four months ago at Juvenile Detention Center for argument with supervisor
 Received a 2nd written warning at Juvenile Detention Center about four months ago for going into a cell of a juvenile without supervisor's permission
 Driver's license suspended or revoked for one month for failure to pay ticket on time
 On a 2nd occasion license suspended for two weeks for failure to pay ticket on time
 Theft of work uniform from Juvenile Detention Center
 Used marijuana about 25 times; the last time used was five years ago
 Bought marijuana 15 times; most recent quantity bought was seven grams five years ago; largest quantity bought was 21 to 40 grams
 Sold marijuana (five grams) once six years ago
 Convicted (as adult) year ago for noise violation
 Vandalism (undetected) as minor
 Got into a fight in the last year - - punched in the face.

CEA admissions for Police Applicant #34

Stole \$45.00 in merchandise from past job in the last five years including a Compact Disk worth \$15.00
 Used marijuana three times; the last time was five years ago
 Convicted of underage drinking
 Convicted of disorderly conduct

CEA admissions for Police Applicant #35

Failed to list two jobs on police written application
 One of the jobs not listed (on the written application) he/she quit without giving any notice
 Worked as a security officer for two weeks and gave one day notice of quitting
 Said he/she would get an unfavorable reference from the security company because they quit after two weeks
 Convicted four years ago of operating motor vehicle while intoxicated (OWI), fined \$1,000.00
 Used marijuana about 10 times; the last time used marijuana was three years ago; used marijuana 6 times in the last four years

CEA admissions for Police Applicant #36

Police officer now at two police departments (one full time, one part time)
 Deputy Sheriff for over 11 years
 Quit Sheriff's Dept. but said department would say he was fired for having an affair with a female co-work

CEA admissions for Police Applicant #37

Currently a police officer and has been for 2 years
 Shoplifted (value \$20.00) one months ago
 Used LSD once ten years ago
 Used cocaine about 10 times; last used cocaine 10 years ago
 Used crack about 10 times; last time used crack was 11 years ago
 Used marijuana about 50 times in the last six years
 Bought marijuana about 10 times in the last eight years; the last time was six years ago
 Bought cocaine three times; the last time was one ounce bought 11 years ago
 Bought crack two times; the last time was 11 years ago
 Convicted of disorderly conduct eight years ago (adult)
 Convicted of possession of drug paraphernalia nine years ago (adult)
 Falsified drug questions on police 39 page Personal History Questionnaire

CEA admissions for Police Applicant #38

Fiver years in teaching/ coach, youth programs; worked at County Juvenile Detention Center
 Failed to list one employer on his written police application where he worked for one week last year; said he forgot the name of the employer
 Stole five work uniforms three years ago (worth about \$60.00) from an employer where he worked for three weeks
 Total value of merchandise stolen from employers in the last five years \$80.00
 Used marijuana once eight years ago
 Use mushrooms three times eight years ago

Police Applicant #39 made no significant admissions**CEA admissions for Police Applicant #40**

Brother works for federal agency who advised him to admit nothing, deny everything and demand proof

Does NOT presently have a valid drivers license
 His license expired three years ago
 Used marijuana eight times; the last time was four years ago
 Used Hashish five times; the last time was seven years ago
 On a prior CEA for a different department the applicant said he owned a tavern (silent partner) and indicated he was going to keep the tavern as a "silent partner" without notifying the department

CEA admissions for Police Applicant #41

Applicant is currently a police officer and has been for the last 18 months
Used marijuana five times in the last five years; last time used was five years ago
Bought marijuana once
Received a written warning one month ago at the police department for not turning on the microphone
Falsified drug questions on police 39 page Personal History Questionnaire.

CEA admissions for Police Applicant #42

Stole \$100.00 worth of tools from the Navy
Bought stolen merchandise (car radio) four years ago from a co-worker
Used marijuana once 2 ½ years ago
Received a written warning in the Navy for not being at duty station on time
Left one employer with only a one day notice
Five undetected crimes (vandalism) as juvenile (age 16/17): Stole hood ornaments from cars four times and was with friend who stole radar detector from inside a car

Police Applicant #43 made no significant admissions**CEA admissions for Police Applicant #44**

Used marijuana 10 times; the last time used marijuana was five years ago
Convicted: underage drinking (as adult) six years ago
Falsified drug questions on police 39 page Personal History Questionnaire

CEA admissions for Police Applicant #45

Missed 4 days from work due consumption of alcoholic beverages in last 5yrs
Consumed alcoholic beverages on job against company policy 2 times in last 5 yrs
Convicted for Driving Under the Influence 3 yrs ago, license suspended for 3 months
Used marijuana five times in the last 5 yrs; the last time being three yrs ago

CEA admissions for Police Applicant #46

Resigned from last job at Sheriff Department (CA) after only three weeks due to family issues; gave one week notice

CEA admissions for Police Applicant #47

Stole \$3.00 merchandise from a prior job
Used marijuana & hashish 9 times; the last time being over 20 yrs ago

Police Applicant #48 made no significant admissions

CEA admissions for Police Applicant #49

Resigned 3 ½ yrs ago from Houses of Correction for fraternization with an inmate
 Fired 1 ½ from hospital because, "I kept leaving work early"
 Convicted 12 years ago (at age 20) of shoplifting \$500 worth of clothing from a store
 Charged with fraudulent use of credit card & carrying a concealed weapon 12 yrs ago. "I was to pay restitution to the store, a fine, court costs and nothing was to be placed on a criminal background (record) since I had no prior record up to the point"
 Two written warnings at hospital for leaving work early without permission
 Used marijuana once 18 yrs. ago

Police Applicant #50 made no significant admissions**CEA admissions for Police Applicant #51**

County Juvenile Detention Officer for the last 6 months
 Received a written warning three months ago from County for being late for work
 Last time used marijuana was 1 year ago
 Received 5 written warnings at past job for being late for work repeatedly, last warning received from past employer was one month before s/he left job
 Falsified drug questions on police 39 page Personal History Questionnaire

CEA admissions for Police Applicant #52

Left last job after four months due to absenteeism
 Received written warning at last job for absenteeism
 Received 2 other written warnings at last job for not punching out several times at the end of shift; said his last employer would give him an excellent reference.
 Left staffing job two years ago where he worked 2 days without giving notice; said he would get an unfavorable reference for missing work and for not giving advance notice before quitting
 Left another job four yrs ago where he worked two months without notice
 Used marijuana 3 times in the last 4 yrs; the last time being 4 yrs ago
 High number of absentees
 CEA showed he failed to list two jobs on Personal History Questionnaire

CEA admissions for Police Applicant #53

CEA showed s/he failed to list 2 jobs on police written application
 Left one of those omitted jobs 2 yrs ago for calling in sick
 Shoplifted \$15.00 worth of food within the last week

CEA admissions for Police Applicant #54

Driver's license suspended for 3 months 2 yrs ago after receiving 3rd speeding ticket

CEA admissions for Police Applicant #55

Used marijuana 5 times; the last time being 13 yrs ago
 Bought marijuana once 13 yrs ago
 Stole \$5.00 in merchandise
 Stole \$1.00 in money from a job 2 ½ yrs ago
 Military Security Guard at US Embassy over 9 yrs ago

CEA admissions for Police Applicant #56

Left waitress job without notice due, in part, to argument/disagreement about applicant getting her naval pierced after owner advised not to do so or she could not work there
 Correctional Officer with Department of Corrections for 3 weeks; left position without notice
 Stole \$24.00 in food from restaurant
 Fined \$212.00 last year for underage drinking (age 20 at time)

CEA admissions for Police Applicant #57

At present job missed two days from work in the last 10 months due to consumption of alcoholic beverages
 Received written warning at present job for missing work to attend police recruit academy
 Late for work once due to consumption of alcoholic beverages
 Used cocaine twice; the last time being 4 yrs ago
 Used marijuana 10 times; the last time being 4 yrs ago
 Convicted "Objectionable" Disorderly Conduct 1 ½ yrs ago, fined \$203.00
 Convicted underage drinking 4 yrs ago (age 20 at time), fined \$120.00

CEA admissions for Police Applicant #58

Applicant is Firefighter/EMT currently and has been for the last 2 ½ yrs
 Stole \$20.00 worth of sodas from current job restaurant job
 Used marijuana 15 times; the last time being 4 ½ yrs ago
 Bought marijuana 3 times in the last 5 yrs; the last time being 4 ½ yrs ago; the last amount of marijuana bought was over 21 grams
 Convicted for possession of THC 5 yrs ago (age 21 at time), fined \$450.00
 Convicted of underage drinking 7 yrs ago (age 19 at time), fined \$70.00
 Convicted for noise ordinance 7 yrs ago, fined \$70.00

CEA admissions for Police Applicant #59

Applicant is County Correctional Officer and has been for the last 2 yrs
 Missed one day of work due to consumption of alcoholic beverages at present job
 Over 9 yrs ago used ACID twice; mushrooms once; cocaine once and, marijuana 3 times
 Bought marijuana once 9 yrs ago

CEA admissions for Police Applicant #60

Applicant is currently a police officer and has been for the last 4 ½ yrs
 Permanency may be an issue
 Asked to resign 2 ½ yrs ago as security officer because company wanted him to take an arms class, which he declined to do because he was already certified. On another occasion the applicant declined to work an assignment because he could not carry his weapon and he would be paid less money.

CEA admissions for Police Applicant #61

Received written warning 2 ½ yrs ago for placing a refrigerated product being sent for shipment onto a non-refrigerated pallet
 Received written warning due to customer complaint that produce received was wrong lot number

CEA admissions for Police Applicant #62

Received written warning 2 years ago as Senior Loss Prevention Investigator for national high end retailer because another employee alleged s/he had spoken improperly about another employee (defamation of character)

With someone who shoplifted jewelry 10 yrs ago as minor

CEA admissions for Police Applicant #63

Applicant currently works at a state toll way agency for the last 9 yrs

Received written warning 3 yrs ago for being late for work repeatedly

Drivers license suspended for 5 days 2 yrs ago for due to error with emissions test for his car

Used marijuana once 10 yrs ago

CEA showed he failed to list 2 jobs on his written police application; he currently works one of the jobs part time and worked at the other job for a year

Failed to tell detectives about these same two jobs during his personal interview with detectives.

CEA admissions for Police Applicant #64

Applicant currently is an assistant Loss Prevention manger for the last 2 ½ yrs with an international firm and prior was an Asset Protection Investigator for 4 yrs with high end Midwest retailer

Drivers license suspended last year for six months for refusing to take breath alcohol test Used marijuana twice 11 years ago.

CEA admissions for Police Applicant #65

CEA showed he failed to list one employer on his written police application where he worked for 2 ½ yrs; left the job about 3 yrs ago

Stole \$40.00 in candy and food from jobs in last 5 yrs

CEA admissions for Police Applicant #66

Applicant is a Security Officer currently and has been for the last 7 months

At present job, late for work twice due to drinking alcoholic beverages and twice for same reason at prior employer in last five years

Asked to resign (without any notice) from last job due to a work slow down

High frequency of tardiness

Drivers license suspended for two months 3 yrs ago for being convicted twice for under age drinking

Stole clothing accessories from past jobs in last 5 yrs

Used marijuana 10 times including 8 times in the last 3 yrs; last time being 2 yrs ago

Police Applicant #67 made no significant admissions**CEA admissions for Police Applicant #68**

Applicant is currently a full time Police Officer and has been for the last two years; is also a part time officer at another police department

Former deputy sheriff for 18 months and Loss Prevention Investigator

Asked to resign from a national retail firm after a year of employment for failing to meet company standards for selling extended warranties

CEA admissions for Police Applicant #68 continued

Stole electronic equipment worth \$60.00 from previous employer
 Three speeding tickets in the last three years
 Received five written warnings in 12 months for being late for work repeatedly from an employer he worked for a year ago
 Left position as a Loss Prevention Investigator at a Midwest retailer because he made a "bad" shoplifting stop and because he felt he was not trained properly
 Received a written warning from the Loss Prevention Manager for being disrespectful; said he felt the Manager did not treat him fairly.

CEA admissions from police Applicant #69

Former police officer for 18 months, left job eight months ago on two day notice due his police job conflict with another job
 Permanency may be an issue
 Currently a Security officer for the last two years
 Used marijuana five times; last time being three and a half years ago

CEA admissions for Police Applicant #70

Applicant is a part time law enforcement officer and has been for the last 3 ½ yrs with one agency; is a full time Police Officer currently and has been for the last 10 months with another agency
 Asked to resign from prior employer (police dept.) by Chief due to conflict in work hours with a second job.
 Stole \$150.00 in money from his current job
 Fined \$125.00 two yrs. ago for speeding
 Convicted of shoplifting 10 yrs ago as minor

Police Applicant #71 made no significant admissions**CEA admissions for Police Applicant #72**

Currently employed as civilian bookkeeping officer at county jail
 Late for work eight times from two previous jobs due to consumption of alcoholic beverages
 Stole about \$300.00 in merchandise from jobs in the last five years, including \$300.00 worth of clothing from a store where applicant worked last fall for four months. Last time stole clothing was eight months ago; item was worth \$100.00
 Shoplifted 12 times (total value shoplifted \$90.00) in the last five years including at least three times in the last three years. Last shoplifted 12 months ago. Applicant commented that many of these shoplifting incidents were "accidental".
 Used Ritalin without prescription once six years ago
 Used marijuana 80 times, last time being two years ago
 Used "celenbuterol" illegally 10 times, last time being one year ago
 Bought marijuana twice; last time being nine years ago
 Bought "celenbuterol" once two years ago
 Sold marijuana eight times last time being 8 yrs ago; most marijuana sold at once was 10 grams
 Helped steal a pop machine worth about \$2,000.00 six years ago (age 17 at the time)
 Drove a motor vehicle under the influence of alcohol (undetected) last time being a year ago

CEA Admissions for Police Applicant #73

Employed as paramedic/EMT last 4 yrs
 Drivers license suspended for three months for failed emissions test 16 months ago
 Convicted of shoplifting \$100.00 worth of merchandise as adult 15 yrs ago, fined \$250.00
 Used LSD twice; last time being 15 years ago
 Used marijuana three times; last time being 10 years ago
 Received three written warning for being late for work in the last 18 months; last time being within the last week
 Knew person who grew marijuana plants (saw them once) 11 yrs ago

CEA Admissions for Police Applicant #74

Convicted Driving Under the Influence two years ago, fined \$1,200.00, one year supervision and license suspended for three months
 Used marijuana four times; last time being 10 years ago.

CEA admissions for Police Applicant #75

Works now as Sgt. at a national security company for a defense contractor
 Would get unfavorable reference for leaving a job on short notice
 Three (3) undetected crimes as adult - three times he was with route drivers when they stole cases of beer and then sold them - \$100.00 value for each theft incident

CEA admissions for Police Applicant #76

Job permanency may be an issue
 Stole \$150.00 in merchandise from the military including a \$120.00 tool three months ago
 Used marijuana 1,000 times; last time being 9 years ago
 Bought marijuana 40 times; last time being 9 years ago
 Sold marijuana twice; last time 9 years ago
 Convicted 9 years ago (at age 22) for theft of services, fined \$500 but said he was placed on one year court supervision and that it would not show up as a conviction

CEA admissions for Police Applicant #77

Left 3 jobs with less than one day notice

Police Applicant #78 made no significant admissions**CEA admissions for Police Applicant #79**

Resigned from one job due to an argument/disagreement
 Stole \$50.00 in money from an employer where he worked four months
 Stole \$400.00 in money from a store where he worked four months
 Fired from that same employer for theft
 Convicted four years ago of Retail Theft, fined \$250.00
 Used marijuana twice seven years ago
 Gave out \$2.00 in unauthorized discounts at a job
 Missed one day of work due to drinking alcoholic beverages

Police Applicant #80 made no significant admissions

CEA admissions for Police Applicant #81

Convicted under age drinking 2 ½ years ago, fined \$250.00
 Convicted for having glass bottles on beach 3 yrs ago, fined \$50.00.

CEA admissions for Police Applicant #82

Fired from job 1 ½ yrs ago for insubordination. Supervisor asked, and then ordered him to leave work several times which he refused to do. Said he finally left work after the supervisor threatened to call the police and have him arrested for trespassing.
 Would get an unfavorable reference from a different employer (left job 3 yrs ago) because he had an argument over office policy with his supervisor
 Left a job 4 yrs ago with less than one day notice due to the fact, in part, that he did not agree with the way company treated its workers
 Failed to list a job on department's written application
 Has a second driver's license from another state which expires two years from now. Said he does not physically possess the license but the number is still valid in the computer base at the D.M.V.
 Stole about \$16.00 in merchandise from one employer
 Used marijuana two times five years ago
 Received a written warning because a supervisor found a soda can in his cooler
 Received a written warning after a customer called the hot line to complain about comments he made to the customer
 Drivers license suspended 7 yrs ago for three months but said he continued to drive "despite this suspension"

CEA admissions for Police Applicant #83

Police officer now, with two police departments
 Received written warning about two years ago for being late for work once

CEA admissions for Police Applicant #84

Police officer now for the last 3 yrs
 Reason given for wanting to leave present Police Dept., "Corruption within the department. There is no integrity within the ranks, very unstructured."

CEA admissions for Police Applicant #85

Police officer now for last month
 Left prior police dept. after four years due to mutual agreement (with less than one day notice) for violating department's residency policy
 Received written warning 18 months ago for, "Allegedly left computer on and walking away from it."
 Used marijuana 7 times; last time being 11 years ago.

CEA admissions for Police Applicant #86

Police officer now for the last year
 Stole fifty cents from the P.D. two weeks ago (off of the Chief's desk)
 Stole \$90.00 in merchandise from jobs in the last 5 years

CEA admissions for Police Applicant #86 continued

Used cocaine 2 times; last time being 8 years ago

Used marijuana 30 times; last time being 8 years ago

Bought marijuana 9 times; last time being 8 years ago; amount of marijuana last bought was 2 grams

Convicted disorderly conduct 11 years ago (as minor), involved in a fight, served community services in lieu of punishment

Drank alcoholic beverages 10 times during work hours against company policy

CEA admissions for Police Applicant #87

Stole \$2.00 merchandise from an employer in last five years

Convicted of under age drinking two years ago, fined \$250.00.

CEA admissions for Police Applicant #88

Presently works for a government enforcement agency

Former military Intelligence Analyst

Police Officer for 4 ½ yrs

Left the Police Department four yrs ago due to argument/disagreement w/Police Commission.

Said he left after receiving scrutiny from Village Board for his involvement in an off-duty altercation (physical fight). All subjects involved in the fight, including himself, were charged for Misdemeanor Disorderly Conduct. Charge was dismissed "but I would have faced work administrative discipline if I stayed there."

Falsified reason for leaving police dept on his written application. On his written application he wrote his reason for leaving the Police Department was, "Pursue career change"

Failed to list a job on written application

CEA admissions for Police Applicant #89

Walked off job one year ago after questioning decision made by a supervisor

Gave away \$7.00 in sodas

Received written warning from an employer two weeks ago for being late for work

Used speed twice; last time being five years ago

Used Ritalin illegally five years ago

Used marijuana four times; last time being 3 ½ years ago

Bought marijuana two times; last time being 4 ½ years ago

CEA admissions for Police Applicant #90

Applicant is a Juvenile Detention Specialist and has been for the last 7 months

Shoplifted nails 1 ½ yrs ago from a store

Used marijuana 4 times in the last 3 yrs; last time being 3 yrs ago

Bought marijuana twice; last time 5 yrs ago

Convicted 4 yrs ago (age 19 at the time) as adult for misdemeanor Mob Action, fined \$300

Undetected crime - involved in 2 fights; last time 2 yrs ago when 10 people "jumped" 3 of his friends

CEA admissions for Police Applicant #91

Fired from job one year ago after four months because employer felt s/he wasn't happy working there

Did not list a job on police written application where s/he worked for two weeks which s/he left without giving notice

Stole about \$10.00 worth of merchandise from jobs in the last 5 yrs

Used marijuana two times; the last time being 1 ½ yrs ago.

CEA admissions for Police Applicant #92

Received 3 written warnings at present job including 2 for being late for work repeatedly Last time written up for being late was two months ago

Late and absent from work a high number of times

Marijuana used once 11 years ago

CEA admissions for Police Applicant #93

Used marijuana twice; the last time being 10 years ago

Used speed twice; the last time being 10 years ago

CEA admissions for Police Applicant #94

Stole \$140.00 worth of electronic equipment and CD's during two years of employment at a store in the last 5 yrs

Used marijuana 7 times in the last five years; the last time being 2 ½ yrs ago

CEA admissions for Police Applicant #95

Quit job at a national retail store after a month and gave one day notice due to disagreement with owner; said owner asked applicant to lie and do unethical things to sell products

Used marijuana and hashish 8 times; the last time 3 ½ years ago

Bought marijuana two times; bought 3 grams of marijuana 3 ½ years ago

CEA admissions for Police Applicant #96

City employee for 13 years

Suspended for two days 2 ½ yrs ago for: "Being a supervisor, one of my office clerks was in the office with his feet up and watching television. I was suspended because he worked for me, when I didn't even see this individual. I was out on the street working and he was caught by a commissioner of the department."

Used marijuana twice; the last time 18 yrs ago

CEA admissions for Police Applicant #97

Police Officer for about 1 year

Asked to resign from police department two months ago because he wrecked a patrol car; was transporting a prisoner at time of the accident

Received written warning at the police dept due to the accident and placed on leave pending the investigation

Fired from a job two yrs ago for not meeting sales goals

Written warning at job for not meeting sales goals

CEA admissions for Police Applicant #97 continued

Stole \$60.00 in merchandise from jobs in the last 5 yrs

Used marijuana three times; the last time being six years ago

Two speeding tickets in the last three years

Drivers license suspended four years ago for 30 days because s/he did not make it to court

Drivers license suspended six years ago for two weeks because s/he missed court more than once

Absent (and late) from work a high number of times in last five years

CEA admissions for Police Applicant #98

Used marijuana twice; the last time being six yrs ago

Bought marijuana once six years ago

CEA admissions for Police Applicant #99

Used friend's prescription of codeine and/or abused use of his own codeine prescription 10 times; the last time used codeine illegally was six years ago

Used LSD five times; the last time being six yrs ago

Used cocaine once 7 yrs ago

Used marijuana 20 times; the last time being six yrs ago

Bought marijuana about 10 times; the last time being two grams six yrs ago

Largest quantity of marijuana bought was 7grams

Bought LSD five times; the last time being 6 yrs ago

Convicted 4 times for Public Intoxication (as an adult) in the last 6 yrs in; the last time being two years ago; was fined \$100.00

Convicted for Possession of Cannabis 6 yrs ago

Convicted of Disorderly Conduct 7 yrs ago

Shoplifted \$20.00 bottle of vodka as a minor (undetected)

CEA admissions for Police Applicant #100

Used marijuana 8 times; the last time being 4 yrs ago

Used Ecstasy 6 times; the last time being 4 yrs ago

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