

Personal Integrity Questionnaire

Read the following instructions CAREFULLY!!

DIRECTIONS: The Bernalillo County Sheriff's Department has developed a comprehensive and intense officer selection process for its applicants. This Selection Process will consume a great deal of your time as well as expense and effort for the Bernalillo County Sheriff's Department. This questionnaire is designed to acquaint you with certain standards, which **MAY OR MAY NOT DISQUALIFY YOU AS A CANDIDATE DURING THIS SELECTION PROCESS.** This questionnaire is designed to save you time, money and energy early on in the selection process. Your **truthful** responses to the following questions and during the follow up interview will help to evaluate your chances and ability in continuing the selection process. Recruiting of all candidates is done without regard to race, color, national origin, ancestry, sex, age, religion or disability, in the provision of services, programs or activities. Bernalillo County is an Equal Opportunity/Reasonable Accommodation Employer.

All answers on this application form are subject to verification by use of the polygraph and an intense background investigation. Deliberate inaccuracies, incomplete statements, minimization, rationalizations, omissions and/or misstatements must be corrected. If they are not, it may result in your disqualification from the selection process or termination from employment if hired.

It is to your advantage to respond honestly and openly to all of the following questions. Any negative factors in your background will be evaluated in terms of circumstances and facts surrounding the occurrence and its degree of relevance to the job. The Bernalillo County Sheriff's Department is looking for mature, honest people who can admit their mistakes and discuss those mistakes honestly. For example, being fired from a job or having an arrest record is not, in itself, grounds for disqualification in many cases. During your interview, your background investigator will inquire into the facts surrounding the event. An evaluation will be made of the relevance of the facts to the requirements and guidelines of the job. It is your responsibility to be truthful. A negative factor in your background may not terminate you from the application process. Being dishonest about the negative factor will. Be honest. If you feel some event in your background is indirectly related to your application, even though it is not specifically listed, then disclose it. Save yourself a great deal of time, money, energy and effort if you know you will have to lie at any stage of the application process.

It is your responsibility to ask for clarification of any question or word that is not perfectly clear and understandable to you. Unless otherwise stated, each question refers to anytime, any reason, any place, anywhere at any age, in any jurisdiction, in civilian or military life, domestic or abroad or on any military installation, base, or federal land. **IT IS YOUR RESPONSIBILITY TO BE HONEST AND TRUTHFUL.**

Please fill out this form in **BLACK INK** only. It is your responsibility to write clearly and legibly. If we cannot read it, the public will not be able to read your police report either. Remember that neatness in writing grammar, punctuation, spelling, clarity and ability to follow written instructions are all evaluated as part of the selection process. There is no set time limit to complete this questionnaire.

You will need to write a short narrative to fully **EXPLAIN EACH YES ANSWER**. Make sure your writing is clear and legible. In your narrative answer the relevant questions of Who, What, When, Where, Why, How, How Often, etc. as each question requires. Write your narrative in **BLACK INK ONLY**. Again, it is important that your answers are honest, as the polygraph and extensive background investigation will verify the information.

Make sure you include sufficient detail in your report that your background investigator can read and fully understand the circumstances, of what happened, when and why.

Reference your **DRUG AND SUBSTANCE EXPERIMENTATIONS** make sure you list the dates first used and last used. Don't rationalize or minimize the facts. If you can't remember the exact dates, put down the month and year to the best of your recollection. If you need more room to write on any give page, continue writing on a separate sheet of paper.

You will be informed what the next stage of the selection process will be. Thank you for your time, patience and cooperation in this matter.

PERSONAL APPLICANT DATA:

Applicant Full Name: _____

Any other names ever used or nickname: _____

Current Street or Mailing Address: _____

City/State/Zip Code: _____

Home Phone #: (____)_____ Message Phone #: (____)_____

Email Address: _____

Drivers License # and State _____ D.O.B. ____/____/____

Social Security Number: _____ - _____ - _____ Age: _____

Personal Integrity Questionnaire, continued,

QUALIFICATIONS:

Are you applying for a **CADET** position? YES NO

If yes, complete the following questions:

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|---|-----|----|
| 1. Are you currently at least 21 years of age? | YES | NO |
| 2. Do you have any felony convictions or arrests? | YES | NO |
| 3. Do you have any D.W.I. arrests within the last three (3) years in any jurisdiction? | YES | NO |
| 4. Do you have any misdemeanor arrests or citations, excluding traffic within the last three (3) years, for any reason in any jurisdiction? | YES | NO |
| 5. Are you currently a United States Citizen? | YES | NO |
| 6. Do you currently have a valid driver's license? | YES | NO |
| 7. If you have prior military service in any branch and you have been discharged was the discharge listed on your separation papers (DD-214) characterized as honorable? | YES | NO |

Are you applying for a **COMMUNITY SERVICE AIDE** position? YES NO

If yes, complete following questions:

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|---|-----|----|
| 1. Are you at least 18 year of age? | YES | NO |
| 2. Do you have any felony arrests in any jurisdiction? | YES | NO |
| 3. Do you have any D.W.I. arrests in any jurisdiction? | YES | NO |
| 4. Do you have any misdemeanor citations or arrests, including traffic within any jurisdiction? | YES | NO |
| 5. Do you currently have a valid driver's license? | YES | NO |
| 6. Are you currently a United States Citizen? | YES | NO |
| 7. Do you currently intend to apply for a cadet/deputy position upon meeting the minimum age requirement? | YES | NO |

RESPONSE TO QUESTION:

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Personal Integrity Questionnaire continued.

Do you have MILITARY experience? YES NO

If yes, complete the following questions:

-Have you ever been a member of any branch of the armed forces, or are you currently serving in any branch of the armed services? YES NO

Which Branch(s): _____ Pay grade last promoted to: _____

Date first reported to active duty: ____/____/____ Date of discharge: ____/____/____

*If you are currently serving (whether active duty, active reserve, or guard) at what date do you expect to complete your obligation or when do you intend to resign your commission? ____/____/____?

List the total time you have in service: (include active-duty, active-reserve and guard service together) _____ years.

What was your military specialty in civilian terms: _____

-Did you ever fail any term or condition of your enlistment for any reason? YES NO

Character of discharge received: (circle correct one)
HONORABLE MEDICAL GENERAL DISHONORABLE

-Were you ever declared U.A., A.W.O.L., or Missing Ships Movement? YES NO

-While in the military did you ever received any punishment that resulted in a written reprimand, demotion, suspension, reduction in rank, being relieved of duty, loss of pay or confinement? (This includes such things as Article 15's, Page 11's, Captain Masts, Company punishments, Court Marshal's, written counseling statements, etc.) YES NO

If you have answered **YES** to any of the above military questions, please briefly explain the circumstances here:

RESPONSE TO QUESTION:

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Personal Integrity Questions continued.

EVENT HISTORY SECTION:

Please answer YES or NO to each of the following questions. Each question is asking if at anytime, anyplace, anywhere, at any age, for any reason, both in civilian life or in military life, domestic or abroad, have you ever committed any of the following acts. It does not matter if the act was detected, undetected, was reported or unreported, investigated, discovered, or if anyone was questioned or arrested. The question is simply asking you if you have ever committed this particular act.

It is to your benefit to be honest! Examples refer to things that have occurred other than in the line of duty for the job you were in at that time. **WE DO EXPECT EVERYONE TO ANSWER ALL OF THE QUESTIONS HONESTLY.** This section is also designed to measure your reading and comprehension ability, your vocabulary and ability to follow written directions correctly. If you have any question or don't understand any of the following words or ideas, please contact your recruiter for assistance.

DRUG USE AND EXPERIMENTATION:

Have you ever experienced at any time, even once with any of the below listed substances for any reason? This includes any and all use including experimentation, curiosity, peer pressure, and any one time use whether you felt the effects of the substance or not, inhaled or not. Answer each of the questions truthfully *YES or NO*. Your drug information will be verified by use of the polygraph and background investigation. Do not minimize or rationalize the facts. If you don't know the exact date put down the approximate month and year as best you can recall, answer either *YES or NO*.

1. ____ Marijuana, pot, grass weed, etc.
Date FIRST used: _____ LAST used: _____
2. ____ Hash, hash oil, hashish, etc.
Date FIRST used: _____ LAST used: _____
3. ____ Cocaine, crack, rock, snow, blow, etc.
Date FIRST used: _____ LAST used: _____

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Personal Integrity Questionnaire, continued,

4. ____ Barbiturates, downers, etc.
Date FIRST used: _____ LAST used: _____
5. ____ Amphetamines: uppers, speed, meth, crack, white crosses, etc.
Date FIRST used: _____ LAST used: _____
6. ____ Heroin, black tar heroin, horse, H, etc.
Date FIRST used: _____ LAST used: _____
7. ____ LSD, Blotter Acid, any other hallucinogenic drug not listed.
Date FIRST used: _____ LAST used: _____
8. ____ PCP, Angel Dust
Date FIRST used: _____ LAST used: _____
9. ____ THC, opium, morphine
Date FIRST used: _____ LAST used: _____
10. ____ Mushroom, Peyote
Date FIRST used: _____ LAST used: _____
11. ____ Quaaludes, Ecstasy, Extasy, etc.
Date FIRST used: _____ LAST used: _____
12. ____ Steroids, injected or oral
Date FIRST used: _____ LAST used: _____
Total number of single injections or pills taken, not number of cycles!
13. ____ Inhaled any paint, glue, solvents, gases for the sole purpose of getting high?
Type used: _____
Date FIRST used: _____ LAST used: _____

RESPONSE TO QUESTIONS:

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Personal Integrity Questionnaire, continued,

14. ____ Poppers, amityl nitrate, "Rush", etc. (Inhaled)
Date FIRST used: _____ LAST used: _____

15. ____ Any other illegal substance not listed?
Type: _____
Date FIRST used: _____ LAST used: _____

16. ____ Ever abuse any prescription or over the counter drugs, made out to you or anyone else, for the sole purpose of getting "HIGH" or for its effect. Included are drugs such as Valium, Xanax, Codeine, Methadone, Dilauude, Demerol, drinking Listerine, Mouthwash, Cologne, etc.

17. ____ Ever purchased any narcotics, illegal drugs, steroids or marijuana without a doctor's prescription for you or anyone else? Includes giving someone else money to purchase them for you or to defray the costs, chip in, etc.

18. ____ Ever used any illegal drugs or narcotics on any job or gone to work under the influence of any illegal drug or narcotic?

19. ____ Ever sold any illegal or counterfeit drug, including marijuana? (Means received anything of value for it such as a favor, mechanical work, money, goods, sex, travel, food, gas etc.)

20. ____ Ever manufactured or cultivated any illegal drug or narcotic, including marijuana?

21. ____ Currently associate with anyone who uses any illegal drug(s) while in your presence?

22. ____ Ever sold or traded anything of value, OTHER THAN MONEY, to purchase any illegal drugs, including marijuana?

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Personal Integrity Questionnaire, continued,

CRIMINAL EVENTS

- 23. ____ Ever been placed into PROTECTIVE CUSTODY for any reason?
- 24. ____ Ever committed a burglary such as residential, auto or commercial? (Includes entry into any building, structure, vehicle, watercraft, etc., to commit any theft or other crime.)
- 25. ____ Ever received or sold any property you knew or suspected was stolen?
- 26. ____ Ever committed any theft, larceny or shoplifting?
- 27. ____ Ever committed any murder or manslaughter, voluntary or involuntary?
- 28. ____ Ever committed any auto theft, including taking an automobile for joy riding?
- 29. ____ Ever been a suspect in a crime, stopped or detained and questioned reference any crime?
- 30. ____ Ever forged any checks, credit cards, or prescriptions with the purpose of defrauding? (Convert anything to your own personal use)
- 31. ____ Ever been arrested, either as an adult or as a juvenile, for any reason in any Jurisdiction?
- 32. ____ Ever smuggle any contraband into any jail or correctional facility?
- 33. ____ Ever committed any aggravated assault or battery against another person? (Means used any weapon or threatened to use a weapon against another person).

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Personal Integrity Questionnaire, continued,

34. ____ Ever committed any act of physical domestic abuse against another person with whom you had been in or with whom you are in a relationship with, such as a boyfriend/girlfriend, husband, wife, significant other? (This includes any slap, hit, punch, kick, pinch, shove, push, jab, poke or other serious, painful or violent physical contact for any reason.)

35. ____ Ever committed any act of bombing or dangerous use of explosives? (Includes pipe bombs, M-80's, etc.)

36. ____ Ever issued any 'NO ACCOUNT' checks? (on any already closed account or on a false account in your or any other name?)

37. ____ Ever committed any act of graffiti, vandalism, damage to private or public property, including any automobile?

38. ____ Ever offered or accepted any bribe for any reason?

39. ____ Ever committed any arson or negligent use of fire?(Intentionally set any fire)

40. ____ Ever eluded any police officer, either on foot or in a vehicle?

41. ____ Ever committed any act of kidnapping, false imprisonment, or custodial interference?

42. ____ Ever counterfeited any money or currency? (Includes Xeroxing.)

43. ____ Ever made any obscene, harassing, threatening, annoying, intimidating phone calls or any false bomb threats for any reason?

44. ____ Ever committed any hunting, fishing, or boating violations?

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Personal Integrity Questionnaire, continued,

45. ____ Ever carried any unlawful deadly weapon into any bar or on school premises, other than in the line of duty?

46. ____ Ever carried any weapon on your person or in your vehicle for you own personal protection?

47. ____ Ever failed to file an income tax report, federal or state?

48. ____ Ever been forced to pay any back taxes or tax penalties for any reason, anywhere, anytime, business or personal?

49. ____ Ever shot at any uninhabited/inhabited dwelling, building, vehicle or at a person, other than in the line of duty?

50. ____ Ever impersonated a police officer for any reason?

51. ____ Ever altered or possessed a false identification (I.D.) (Includes driver's license birth certificate, etc.)

52. ____ Ever forged another person's signature of any Bill of Sale?

53. ____ Ever obstructed or refused to obey any police officer?

54. ____ Ever committed any act of perjury, lying under oath, either in writing or orally, at any hearing, criminal case or civil suit?

55. ____ Ever failed to return any rental property such as tapes, tools, equipment or vehicles?

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Personal Integrity Questionnaire, continued,

- 56. ____ Ever made a false police or insurance report for any reason?
- 57. ____ Ever been the target or subject of any Grand Jury Investigation?
- 58. ____ Ever knowingly committed any Federal Firearms violation? (Includes automatic weapons, silencers, armor piercing rounds, etc.)
- 59. ____ Ever committed any act of sabotage or espionage against the United States?
- 60. ____ Ever committed blackmail, mail fraud or extortion?
- 61. ____ Ever altered any vehicle V.I.N. (Vehicle Identification Number) for any reason?
- 62. ____ Ever falsely obtained any service such as food, utilities, motel, gas, cable TV or garbage without paying for it?
- 63. ____ Ever illegally fire any firearm or a BB or pellet gun?
- 64. ____ Ever obtained welfare or public assistance benefits to which you were not entitled, such as unemployment, aid for dependent children or food stamps?
- 65. ____ Ever aided or concealed any wanted felon from any police agency?
- 66. ____ Ever been the subject of any restraining order?
- 67. ____ Ever caused the death of another, either intentionally or unintentionally?
- 68. ____ Ever been the subject of any arrest warrant? (Juvenile, traffic, misdemeanor, felony, federal, parking warrant etc.)

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Personal Integrity Questionnaire, continued,

69. ____ Ever been the subject of any search warrant?

70. ____ Ever committed any robbery? (Theft from someone using a weapon, implying a weapon or otherwise using any force?)

71. ____ Ever purposely provided any false information to any police officer such as a false date of birth, false social security number, name, address, phone number, event or crime facts, etc

72. ____ Other than traffic, have you ever been issued any misdemeanor citation for any reason? (minor in possession of alcohol, trespassing, loitering, littering shoplifting, open container of alcohol, etc.)

73. ____ Ever been required to appear before any Children's or Juvenile court as a defendant for any reason?

74. ____ Ever committed any act of embezzlement? (Includes any theft from any employer, including money or merchandise, or converting anything entrusted to you to your own use.)

75. ____ Ever been placed on court probation either as an adult or as a juvenile?
(Includes doing any community service for any reason, in any state?)

76. ____ Ever been paroled or are you currently serving parole or probation?

77. ____ Ever been a 'lookout', 'get-away driver' or in any way aided in any illegal act or crime?

78. ____ Ever reported or made a false fire alarm? (Includes pulling fire alarm.)

79. ____ Ever tampered with any evidence for any reason, in any type of case?

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Personal Integrity Questionnaire, continued,

RELATIONSHIP EVENTS:

80. ____ Ever committed any forcible or criminal sex act, other than rape, against another person? (Includes oral copulation, masturbation, sodomy, etc., against someone's will.)
81. ____ Ever committed any act of rape or criminal sexual contact of another? (Any sexual intercourse or fondling by use of force or implying any weapon?)
82. ____ Ever contributed to the delinquency of any minor by providing any liquor or illegal drugs, or for having sex with? (Minor means anyone under the age of 18.)
83. ____ Ever patronized or procured any prostitute or female in any country?
84. ____ Ever committed any act of prostitution? (performed any sex act for anything of value such as money, goods, favors, food, discounts, drugs, travel, lodging, alcohol, mechanical work, services, etc.)
85. ____ Ever committed any act of indecent exposure, incest or forcible sodomy?
86. ____ Ever physically abused or sexually molested any child?
87. ____ Have you ever physically or sexually abused or molested any mentally or physically handicapped or elderly person? (Includes the blind, deaf, mute, Down's Syndrome, Muscular Sclerosis, Muscular Dystrophy, etc.)
88. ____ Have you ever committed any act of voyeurism at anyone undressing or involved in any sexual activity?

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Personal Integrity Questionnaire, continued,

JOB AND WORK HISTORY:

89. ____ Ever been suspended or expelled from any school, high school, trade school, community college, college, university, vocational or technical school for any reason?

90. ____ Ever drank any alcoholic beverages during working hours contrary to any company policy?

91. ____ Ever sued any employer, past or present, in any civil action for any reason?

92. ____ Ever received counseling, a written reprimand, been suspended or relieved of duty for any reason at any job you have ever had?

93. ____ Ever been fired from, given the option of resigning or resigned to avoid termination from any job?

94. ____ Ever been refused a security clearance or have lost a security clearance at any job you have worked, or lied or misrepresented any fact in any application or process to secure a security clearance?

TRAFFIC RELATED EVENTS:

95. ____ Ever been involved in a traffic accident in which you were the driver, during the last three(3)years? (Includes reported, unreported, hit and run, military, on public or private property.)

96. ____ Ever received any traffic citations in the last three (3) years? (Includes any parking citations, dismissed citations, military police citations, warning citations, etc.)

97. ____ Ever had your driver's license suspended, revoked or place on negligent operator status for any reason in any state?

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Personal Integrity Questionnaire, continued,

98. ____ Are any vehicles currently registered to you not insured for any reason?

99. ____ Have you ever had a driver's license issued to you other than by the State of New Mexico? (List all state licenses issued, dates licensed, and license number if known.)

100. ____ Ever committed a hit and run accident on either public or private property? (Includes Military bases, parking lots, etc.)

101. ____ Do you currently possess a valid driver's license? (List state(s), license number and expiration date.)

102. ____ Ever been arrested for driving while intoxicated in any jurisdiction?

FINANCIAL EVENTS:

103. ____ Ever declared bankruptcy? (Chapter #7, #11, #13, etc.)

104. ____ Ever been referred to any collection agency?

105. ____ Ever had any purchased goods repossessed?

106. ____ Ever had your wages garnished or any liens placed on any property?

107. ____ Do you have any unpaid balances on loans, including student loans and credit cards, mortgages, etc., (if you have a mortgage list the approximate balance and monthly payment. For all other loans list the approximate balance for the loan(s) and the approximate total of the monthly payment(s) required.

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Personal Integrity Questionnaire, continued

108. ____ Ever been a defendant, petitioner, respondent, or plaintiff in any civil action case? (Refers to any hearings or cases other than of a criminal nature, such as being sued.)

109. ____ Ever been more than 60 days late in paying any financial responsibility?

110. ____ Ever failed to pay any child support, alimony, or divorce settlement payments?

111. ____ Ever got into serious financial difficulties?

PREVIOUS RESIDENCES:

112. ____ Ever been evicted from any place you have ever lived? (Includes failing to pay any rent, lease violation, or moving out “in the middle of the night” to avoid rent.)

MISCELLANEOUS ISSUES:

113. ____ Ever been involved in a physical fight in the last three (3) years?

114. ____ Ever been a member of, or had any gang affiliations?

115. ____ Ever committed any animal control violation such as cruelty to, abandonment or death of any domestic animal or been issued a citation or written warning for any other related animal violation that includes: loose animal, barking dog, animal license violation, animal registration, vaccination, spaying, neutering.

116. ____ Ever been investigated or sued for any Civil or Federal Rights violations?

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Personal Integrity Questionnaire, continued

117. ____ Ever been the subject of any polygraph examination?
118. ____ Ever changed your name or used another person's name for any reason?
119. ____ Do you currently have any prejudices against any specific group of people with whom, or for whom you feel you would not be able to comfortably work with or for?
120. ____ Ever violated a court order of any kind or been held in contempt of court for any reason?
121. ____ Ever applied to any other law enforcement or corrections agencies? This includes any local, state, or federal agencies. (Apply means obtaining the initial application, filling it out and sending it back.) If you have applied with Bernalillo County Sheriff's Department before you must answer Yes. (List agency, dates applied, and disposition.)
122. ____ Ever committed any dishonest act in any police selection process to remain a candidate such as cheating, lying, having another person take a test for you, provide false documents etc.
123. ____ Ever attended or participated in any cock or dog-fighting event?
124. ____ Ever failed any background investigation for any law enforcement position or agency?
125. ____ Are you currently awaiting any court date(s) for any reason?
126. ____ Have you ever been placed in a pre-prosecution program by any court, judge or court official for any reason?
127. ____ Ever altered any serial number or ID marks for any reason?

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Personal Integrity Questionnaire, continued

128. ____ Ever smuggled, transported or concealed illegal aliens?

129. ____ Have you ever been a member of any radical organization such as the KKK, Aryan Brotherhood, Skin Heads, Black Panthers, IRA, or any other organization that targets any ethnic, racial or religious groups?

130. ____ Have you ever participated in any physical abuse or threatened any person(s) based solely on their perceived sexual orientation, or cultural differences?

131. ____ Is there anything else about your background that needs to be revealed or disclosed that may be relevant to your application?

132. ____ Have you intentionally omitted any fact or facts from your application or withheld any information relevant to your application?

133. ____ Why do you want to become a Deputy Sheriff with the Bernalillo County Sheriff's Department?

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Personal Integrity Questionnaire, continued

Now that you are through answering all of the above questions, take a minute and go through to **MAKE SURE YOU HAVE ANSWERED ALL OF THE QUESTIONS. NO SINGLE QUESTION MAY BE LEFT UNANSWERED.** Once this is done, go through the questions again and make sure you have explained all the YES answers.

READ AND SIGN:

I have read the above questions thoroughly and completely. I understand the above questions and have answered them truthfully. I agree to this statement of my own free will and have not been subject to any mental or physical force or coercion of any kind. I am aware that any falsification or omission of any true information made on this questionnaire may cause my name to be removed from the eligibility list, or be the cause of immediate dismissal if any employment has been made. I know and understand what I am doing. **I FULLY UNDERSTAND THE INFORMATION I HAVE PROVIDED WILL BE VERIFIED BY USE OF THE POLYGRAPH AND AN EXTENSIVE BACKGROUND INVESTIGATION BY THE BERNALILLO COUNTY SHERIFF'S DEPARTMENT.**

Candidates Printed Name

Date

Candidates Signature

A supervisor must complete the next page of the candidate is being terminated from process at this point.

Personal Integrity Questionnaire, continued

RECOMMENDATION:

Based on the PIQ information, I recommend that this candidate:

_____ Continue in the process.

_____ Be terminated from the selection process for the reasons stated in the remarks/investigation on the previous page.

Supervisor review and conclusion:

_____ Candidate will continue in the selection process.

_____ Candidate will not continue in the selection process.

NOTE: If the candidate will not continue in the selection process. Indicate the earliest eligibility date for re-application.

First Approval _____ Date: _____
(NAME & RANK)

Supervisor comments: _____

Second Approval Required Yes _____ No _____

Second Approval: _____ Date: _____
(NAME & RANK)

Concur with Eligibility Date Yes _____ No _____

Reviewer Comments: _____

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