

The following is a list of disqualifiers for employment:

1. Failure to cooperate fully with the selection process by: failing to keep scheduled appointments; failing to provide needed documents within specified time limits; failing to provide added personal information as needed, or failing to notify the assigned background investigator of any changes to information within the Personal History Statement within ten days of the change.
2. Failure to pass the final interview with the Chief of Police (or having a conditional offer of employment revoked).
3. Currently under indictment for any offense.
4. Having a voluntary surrender of license currently in effect for a license issued by the Texas Commission on Law Enforcement.
5. Having engaged in marijuana (to include synthetic) usage within thirty-six (36) months of application.
6. Admission of any hallucinogenic drug use within the past five (5) years.
7. Admission of any other felony illegal drug use within the past five (5) years.
8. Having a conviction for Driving While Intoxicated within the fifteen (15) years preceding application with the Department.
9. Being on court-ordered community supervision or probation for any criminal offense above the grade of class C misdemeanor.
10. Having an adult conviction (including deferred disposition) of a Class A misdemeanor.
11. Having an adult conviction (including deferred disposition) of certain Class B misdemeanors.
12. Being convicted of three (3) moving violations and/or accidents in the preceding two (2) year period or five (5) moving violations and/or accidents in the preceding three (3) year period.
13. Having undergone personal bankruptcy more than once.
14. Having a history of unstable work, to include short terms of employment with multiple employers over the applicant's work history, difficulty receiving orders from superiors, difficulty working with others, etc.
15. Termination or disciplinary action from any employer for any of the following:
 - a. Untruthfulness
 - b. Any sustained pattern of acts constituting harassment or discrimination based on sex, gender, race, religion, national origin, sexual orientation, age, disability, veteran status, or any other protected classification.
 - c. Fighting in the workplace as an adult.
 - d. Gross insubordination, dereliction of duty or persistent failure to follow established policies and regulations.
16. Failure to demonstrate the ability to read, write, and speak the English language.
17. Tattoos, Body Art, and Piercing
 - a. Tattoos must be socially acceptable and lack shock or offensive qualities that would not be acceptable to community standards. Tattoos cannot extend past the wrist onto the hands and cannot extend up onto the neckline or above, to include the face.
 - b. With the exception of pierced ears, body piercing(s) are not authorized for wear by any agency personnel while representing the Department. Body piercing(s) must be removed or must be able to be covered by the official uniform or plainclothes apparel when agency personnel are representing the Department.

Permanent Disqualifiers – The following are considered permanent disqualifiers. If an applicant is disqualified for any of the following reasons, they may not be considered for reapplication, except as specifically authorized by the Chief of Police on a case-by-case basis:

1. Admitting to or be found to have engaged in the use of or illegal manufacture or sale of any drug listed in the Texas Controlled Substance Act, to include hallucinogens.
2. Being convicted at any time of a felony offense as defined by Article 4413 (29aa), Sections 8A, Subsection (c), V.A.T.C.S.
3. Being under indictment or pending trial for a felony, Class A or Class B Misdemeanor.
4. Having ever executed at any time a confession to a felony offense, such confession being admissible as evidence against the applicant in any criminal proceeding in any state or federal court.
5. Being convicted of, or admitting to, any crime involving moral turpitude.
6. Being convicted of, or admitting to, any felony.
 - a. The classification of a felony offense conviction that is later changed by the legislature to a lower classification will not be considered to be a felony conviction when determining eligibility under this Subsection.
7. Being convicted of a family violence offense as defined under Chapter 71, Texas Family Code.
8. Receiving a dishonorable discharge from any military service, or a discharge under less than honorable conditions, including bad conduct or any other characterization of service indicating bad character.
9. Any act of untruthfulness, significant admission or omission during the application or background process, including inconsistent statements made during the initial background interview, personal history statement or polygraph examination
10. Having had a Texas Commission on Law Enforcement issued license denied by final order or revoked, currently on license suspension, or have a voluntary surrender of license currently in effect.
11. Being prohibited by state or federal law from operating a motor vehicle.
12. Being prohibited by state or federal law from possessing firearms or ammunition.
13. Being dismissed from public office or public service for delinquency, misconduct, or inefficiency.
14. Being involved with, or associated with, any group or organization which advocates the violent overthrow of the United States or Texas governments, or any local government.
15. Being involved with, or associated with, any group or organization which advocates violence against any group or person based on sex, gender, race, religion, national origin, sexual orientation, age, disability, veteran status, or any other protected classification.
16. Being terminated by an employer due to conduct which would violate the rules and regulations of this Department or the Town of Argyle or render the applicant unfit to be an employee of the Town of Argyle.