

SHERIFFS' EDUCATION AND TRAINING STANDARDS COMMISSION

SHERIFFS' STANDARDS DIVISION

Telephone: 919-779-8213

FORM F-8

Rev. 01.2025

MANDATED BACKGROUND INVESTIGATION FORM



It is the determination of the Commission that the information in this document is necessary in order to fully and adequately evaluate applicants for justice officer certification. This investigation is required to ascertain whether the applicant meets the minimum standards for certification

NOTE: This form is designed for use of the investigator conducting the background investigation only. This document is **NEVER** to be used as an application or in any way filled out by the applicant, but shall accurately reflect the applicant's responses and the investigator's findings.

**NORTH CAROLINA
SHERIFFS' EDUCATION AND TRAINING STANDARDS COMMISSION**

BACKGROUND INVESTIGATION

As Required by 12 NCAC 10B.0305

Instructions: Legibly fill out this form **completely** and **accurately**. If you need extra space, add additional pages and identify the information by item number.

NOTE: All statements must be verified. Court records are required for out of state charges, federal charges and for any charges (not including traffic violations) that are within five years of the date of this Background Investigation. If further criminal record documentation is required, the Commission will inform the agency. All attachments to this form are mandatory additions.

1. Obtain from applicant a signed and dated authorization and release form to obtain information and an authorization to release military records.
2. Following is a list of required documents to be collected during this investigation:
 - Commission Form F-3, Personal History Statement, completed and notarized
 - Computerized Criminal History (CCH) through NCIC/III check
 - Administrative Office of the Courts computerized record search (AOC)
 - Copies of warrants for arrest, criminal summonses or any other criminal charges with dispositions, with such copies being certified true for any out of state offenses within five years of the date of this Background Investigation.
 - Driver's History check (in and out-of-state if applicable)
(Ask to see Driver's License)
 - Copy of Birth Certificate and/or Certificate of Naturalization
 - Copy of High School Diploma or certified copy of transcript, High School Equivalency Credential, and College Transcript if applicable
 - Military discharge papers if applicable
 - Copy of Social Security card
 - Credit Report
 - Current photograph of applicant
 - AOC-CR-280 (Law Enforcement Application for Verification of Expunction)

INTERVIEW WITH APPLICANT

Conduct a personal interview with applicant to review the completed Commission Form F-3, Personal History Statement; to discuss any discrepancies; and to obtain from the applicant the required documentation from listing on page 3.

***See Attachment I** - Questions contained in Attachment I (APPLICANT INTERVIEW QUESTIONS) shall be used during interview.

Date Completed: _____ Investigator's Initials: _____

Summary of Findings:

CRIMINAL OFFENSE RECORD

1. Conduct a Criminal History Check (CCH) utilizing computerized histories from SBI/DCI system to obtain any criminal records from State, local, and national files.

Date Completed: _____ Investigator's Initials: _____

Summary of Findings, including all criminal offenses found on criminal history checks:

2. Conduct a search, through the Administrative Office of the Courts (AOC) computerized files or through personal contact with individual Clerks of Court, to obtain local charges and dispositions. Be sure to include in the search any counties where applicant resided, attended school, worked, or served in the military.

Date Completed: _____ Investigator's Initials: _____

Summary of Findings, including all criminal offenses found on criminal history checks:

3. Ensure fingerprints are properly completed and submitted to SBI for processing on the state and national levels.

Date Completed: _____ Investigator's Initials: _____

Summary of Findings:

4. Obtain a computerized NC driver's history check, including an out-of-state check if applicable.

Date Completed: _____ Investigator's Initials: _____

Summary of Findings:

5. Check and document any military disciplinary actions or offenses which may have occurred while applicant was in the armed forces.

Date Completed: _____ Investigator's Initials: _____

Summary of Findings:

CREDIT REPORT

Obtain a credit check through a credit bureau and determine the applicant's suitability for financial responsibility.

Date Completed: _____ Investigator's Initials: _____

Summary of Findings:

PERSONAL AND FAMILY INFORMATION

***See Attachment II** - Questions in Attachment II (QUESTIONS FOR SPOUSE/FAMILY MEMBERS) shall be used for family members.

1. Name and occupation of spouse, if applicable:

2. Names, ages and addresses of all dependents.

Date Completed: _____

Investigator's Initials: _____

Summary of Findings:

EMPLOYMENT

***See Attachment III** - Questions in Attachment III
(EMPLOYMENT HISTORY CHECK) shall be completed.

1. Verify employment history and obtain contact numbers. Be aware of any unaccountable gaps of time and obtain explanation of such gaps in employment from applicant.

Date Completed: _____ Investigator's Initials: _____

Summary of Findings:

2. Use **Attachment III** (EMPLOYMENT HISTORY CHECK) to conduct an employment history check for each employment, past and present.

Date Completed: _____ Investigator's Initials: _____

Summary of Findings:

REFERENCES

***See Attachment IV - Questions in Attachment IV (QUESTIONS FOR REFERENCES) shall be utilized.**

1. Using the attached "Questions for References," interview all references supplied by applicant and any references developed by investigator.

Date Completed: _____ Investigator's Initials: _____
 Summary of Findings:

2. Check Military references, if applicable.

Date Completed: _____ Investigator's Initials: _____
 Summary of Findings:

3. As the Investigator may elect, contact neighbors, landlords, school friends, and any Basic Law Enforcement Training Instructors and/or School Directors and document here.

Date Completed: _____ Investigator's Initials: _____
 Summary of Findings:

INVESTIGATOR ASSESSMENT

Please include Investigator's comments regarding this applicant's suitability to be a justice officer and note any additional observations that warrant reporting, such as: appearance; attitude; interest in criminal justice; conduct during interview; and any other pertinent information.

Printed Name of Investigator: _____

Signature: _____

Date: _____

Attachment I**Applicant Name:** _____**Investigator Name:** _____**Date:** _____**APPLICANT INTERVIEW QUESTIONS**

1. Are you a US citizen by birth or naturalization (review document establishing either)?
2. Are you at least 20 years of age? (age 18 for telecommunicators)
3. Do you have a high school diploma (public or home school), high school equivalency credential, or college degree (name of school, date received, type of degree received: Associate, Bachelor, Masters or Doctorate Degree)?
4. Have you attended any other educational or learning institutions? List any disciplinary actions received while in attendance. Names and dates:
5. Do you have a valid driver's license? What state and operator number?
6. In what other states have you been licensed to operate a vehicle in the past? For any, what were the states and operator numbers?
7. Has your driver's license in any state ever been suspended or revoked?
If so, when and why?
8. Have you ever been arrested for DWI or DUI or a like offense?
9. Have you ever you received a citation for a driving offense ?

If so, starting with the most recent citation, give the year, location, violation and disposition. This must include all citations, including any that were dismissed or given prayer for judgment in court.

10. What are your personal strengths?

11. What are your personal weaknesses?

12. What do you consider to be good traits for a police officer?

13. Which of these traits do you consider yourself to have?

14. Why do you want to become an officer?

15. Have you ever applied for employment with this department in the past? When?

16. Are you applying or have you applied to other enforcement agencies, including any federal, state or local agencies? If so, what agencies and when?

17. Have you ever been denied employment by a law enforcement agency, corrections agency, or security agency which required certification or licensure from any Commission, Board or Agency after a conditional offer of employment was made? Yes No If yes, provide Commission, Board or Agency name and the reason for the denial:

18. Do you know any law enforcement, corrections, or other justice officers?
Who and what department?

19. Do you have any relatives employed by this agency?

20. Do you speak a language other than English and, if so, what is your proficiency?

21. Who have you been previously employed by and when? List all jobs, positions or appointments you have held to include temporary, part-time, paid or not paid employment, active or inactive reserve, and internships.

22. Have you ever been discharged, requested to resign, allowed to resign in lieu of termination, or resigned under investigation, from any position because of criminal or personal misconduct or rules violations?

Yes No

If Yes, provide organization name and the reason(s) for discharge or termination:

23. Describe any criminal involvement that you may have had in the past since turning 16 years of age. By way of example this includes even minor acts such as taking pens/pencils from an employer; taking change from a drawer at work for a drink; taking money out of a cash register; or shoplifting to any degree.

24. Have you been involved in any acts of moral turpitude that would raise questions or impair your performance of this job?

25. Have you ever been involved in any incident or conduct which might expose you to blackmail?
26. Have you ever been arrested, detained, or charged with a crime, or summonsed to appear in court, even if the charges against you have been dismissed? This includes citations issued for crimes such as, but not limited to, public consumption, assault, trespass, or any city ordinances. Note: You must include any and all convictions regardless of whether or not the convictions were expunged in any state.
27. Have you ever had a criminal offense or criminal conviction expunged in any state? List the offenses and convictions, including dates and jurisdictions.
28. How many times have you stood by and observed someone else take part in criminal activity?
29. Have you ever been convicted of, or arrested for, a crime? This includes misdemeanor and felony offenses, as well as city ordinances and crimes of Domestic Violence.
30. Have you ever had any type of Domestic Violence Restraining Order, including *ex parte*, issued against you?
31. Do you have relatives who have criminal convictions? If so, for what crimes?

32. Describe any involvement or instance when you have been sued or sued someone in civil or any other court, including divorce or child custody proceedings.

33. Do you have any outstanding civil judgments against you?

34. Are you currently (now or within the last year) using any type of illegal drugs?

35. Explain your knowledge or involvement regarding illegal drugs.

36. Have you ever used, possessed, tasted, sniffed, or sold any amount of any of the following drugs? This includes one time, or more, including experimentation.

- | | |
|--|---|
| <input type="checkbox"/> Marijuana | <input type="checkbox"/> LSD (Lysergic Acid Diethylamide) |
| <input type="checkbox"/> Powder Cocaine | <input type="checkbox"/> Steroids |
| <input type="checkbox"/> Crack Cocaine | <input type="checkbox"/> Mushrooms (Hallucinogens) |
| <input type="checkbox"/> PCP (Phencyclidine) | <input type="checkbox"/> Opiates (Morphine & Codeine) |
| <input type="checkbox"/> Amphetamines | <input type="checkbox"/> Synthetic or 'Designer' |
| <input type="checkbox"/> Pills | <input type="checkbox"/> Heroin |
| <input type="checkbox"/> Designer or synthetic | |

37. Have you ever been in the presence of anyone possessing drugs illegally, including during social functions? Explain.

38. Do you drink alcoholic beverages? Yes No

39. Have you ever operated a vehicle after consuming an alcoholic beverage?

40. Have you ever used prescription drugs other than under the supervision of or as prescribed by a physician?

41. Are you now or have you ever been a member of any group that practices discrimination against any race, sex, religion, or that advocates the overthrow of the government?

42. Are you able and willing to work rotating shifts?

43. Are you able and willing to wear a uniform?

44. Are you able and willing to meet this department's grooming standards?

45. Do you object to carrying a firearm, if required?

46. On occasion, you may be required to travel out of town for training. Would you be able and willing?

47. Would you have any reservation in regard to working an assignment with someone of a different gender or sex?

48. For deputies and detention officers, are you willing to use deadly force, if necessary, to protect your life and that of another? Explain.

49. Have you ever used a weapon against anyone or caused injury to another person?

50. Are you able and willing to render emergency aid to trauma victims?

51. Are you able and willing to identify deceased persons or witness autopsies?

52. Are you capable of enforcing a law with which you do not agree?

53. Are you capable of arresting a friend?

54. With proper training and supervision, are you able and willing to perform **all** of the essential job functions of a justice officer, unassisted and without delay?

Note: You may be required to demonstrate the ability to accomplish the essential job functions by performing various tasks. Applicants should be provided a copy of the essential job functions and have been afforded an opportunity to review them.

55. Have you ever failed to file state or federal income taxes on time?

56. Are you able to manage your personal finances?

57. Explain the status of any delinquent accounts.

58. Have you ever filed for bankruptcy? Yes No

If yes, provide year, amount, court in which filed, and indicate whether Chapter 7, 11, or 13.

59. Have you ever had a vehicle or any other object repossessed?

60. Do you pay personal property tax to the county where you currently reside?

61. Are you effective at communicating with all kinds of people?

62. Do you become angry, and if so can you control that emotion, when insulted or threatened?

63. Does being under stress impair your ability to function normally?

64. What experience have you had with stressful situations? How did you resolve these?

65. Describe your ability to work under pressure.

66. Describe any past experience you may have had as a member of a team.

67. What accomplishments in your life are you most proud of?

68. Give an example of an experience that demonstrates your integrity.

69. Do you consider yourself to be honest and reliable?

70. How do other people perceive you?

71. Why do you believe you are qualified for this position?

Applicant Name: _____

Investigator Name: _____ **Date:** _____

MILITARY SERVICE

1. Have you ever been a member of the armed services? If **yes**, list the branch, dates of service, and your military specialty (MOS).

2. Was what listed as your Character of Service on your most recent DD-214 (honorable, general, etc.)? Date of separation?

3. Are you eligible to re-enlist?

4. Were you ever tried on charges, or the subject of a court martial, summary court, deck court, non-judicial punishment, captain's mast, company punishment, article 15, and/or any other disciplinary action while a member of the armed services? If yes, explain what occurred and what type of punishment you received.

5. Last rank obtained?

6. Were you ever stationed and/or deployed outside the United States? If yes, list locations, dates, and nature of assignment, notwithstanding any non-disclosure statements in effect.

7. Were you ever questioned, detained or charged in regard to any criminal activity while a member of the armed services? List even if the charge was dismissed or not prosecuted.

8. Were you ever issued a security clearance? Has it ever been revoked? If so, why?

Attachment II

Applicant Name: _____

Family Member Name: _____

Relationship to Applicant: _____

Contact Number: _____

Investigator Name: _____

Date: _____

QUESTIONS FOR SPOUSE/FAMILY MEMBERS

1. Are you familiar with the hours the applicant will be required to work if accepted?

2. Tell us your thoughts regarding the dangers involved in police duty?

3. How does the applicant handle pressure situations?

4. Is the applicant a good financial manager?

5. Describe the applicant's level of responsibility.

6. Describe the applicant's ability to make decisions.

7. What are the applicant's strengths and weaknesses?

8. Are you aware of any criminal activity, current or previous, involving the applicant? If yes, explain.

Attachment III

EMPLOYMENT HISTORY CHECK

(Fill out one form for each place of employment of applicant)

Applicant's Name: _____

Name of Business: _____

Address: _____

Phone Number: _____

QUESTIONS

Dates of employment: _____ to _____

Job Title: _____

Duties and responsibilities:

Rate the work performance:

Do you consider the applicant to be honest and reliable? Yes No Explain:

What type of temperament does the applicant have?

How does the applicant respond under pressure?

Has the applicant ever been involved in any employment disruption?

How does the applicant deal with problems?

Is the applicant able to accept:

Discipline? Yes No Explain:

Orders? Yes No Explain:

Responsibility? Yes No Explain:

Was the applicant frequently:

Absent? Yes No Explain:

Late? Yes No Explain:

Has the applicant ever been disciplined, asked to resign, terminated or released due to any criminal or personal misconduct? Yes No Explain:

What was the applicant's attitude toward supervisors, coworkers, and the public?

What was the applicant's general appearance while working?

Was the applicant involved in any accidents while employed?

Do you have any knowledge of any behavior, activities, or association which tends to show this person is not reliable, honest, or trustworthy, and of good conduct and character? No Yes Explain:

Would you consider rehiring the applicant? Yes No

Reasons for leaving this employment:

Reasons given for leaving prior employments:

What prior places of employment did the applicant list when applying with your organization?

Was the applicant willing to do more than the applicant's share of work when circumstances called for that?

Applicant Name: _____

What was the quality of work performed?

Would you recommend the applicant for this position? Yes No Explain:

Information provided by: _____

Job Title: _____

Contact Number: _____

Additional comments:

Date: _____

Investigator: _____

Attachment IV

Applicant Name: _____

Reference Name: _____

Type of Reference: _____

Contact Number: _____

Investigator Name: _____

Date: _____

QUESTIONS FOR REFERENCES

1. How long have you known the applicant?

2. What is the nature of your association with the applicant?

3. What type of attitude or personality does the applicant have?

4. Is the applicant reliable, honest and dependable?

5. Is the applicant courteous in contacts with others, including attitudes towards different races, religions, and nationalities?

6. Is the applicant mature and responsible?

7. How does the applicant handle problems?

8. Do you believe the applicant makes sound decisions? Please explain.

9. Does the applicant live within the applicant's means?

10. How does the applicant get along with people?

11. What kind of reputation does the applicant have within the neighborhood and with friends?

12. Describe the applicant's social life:

13. What is the applicant's perception of law enforcement, detention officers or telecommunicators?

14. To your knowledge, has the applicant ever been arrested or charged with a criminal offense, or received a traffic citation?

15. Do you believe the applicant can perform this type of work? (Read essential job functions)

16. Would you recommend the applicant for a position in law enforcement?

17. Do you know of any other person who may know or could tell me more about the applicant?

18. What do you believe are the applicant's strengths and weaknesses?

19. Are there any additional comments you think our agency should know about the applicant?

Attachment V**INEXPERIENCED LAW ENFORCEMENT OFFICER**
ESSENTIAL JOB FUNCTIONS

INSTRUCTIONS: The following are the “essential job functions” that are common to all inexperienced law enforcement officers in North Carolina, as determined by the N.C. Sheriffs’ Education and Training Standards Commission and the Criminal Justice Education and Training Standards Commission. The successful applicant must be able to perform **ALL** of the essential job functions of an inexperienced law enforcement officer, generally unassisted and at a pace and level of performance consistent with the actual job performance requirements. This requires a high level of physical ability to include vision, hearing, speaking, flexibility and strength.

1. Effect an arrest, forcibly if necessary, using handcuffs and other restraints; subdue resisting suspects using maneuvers and weapons and resort to the use of hands and feet and other approved weapons in self-defense.
2. Prepare investigative and other reports, including sketches, using appropriate grammar, symbols and mathematical computations.
3. Exercise independent judgement in determining when there is reasonable suspicion to detain, when probable cause exists to search and arrest and when force may be used and to what degree.
4. Operate a law enforcement vehicle during both the day and night; in emergency situations involving speeds in excess of posted limits, in congested traffic and in unsafe road conditions caused by factors such as fog, smoke, rain, ice and snow.
5. Communicate effectively and coherently over law enforcement radio channels while initiating and responding to radio communications.
6. Gather information in criminal investigations by interviewing and obtaining the statements of victims, witnesses, suspects and confidential informers.
7. Pursue fleeing suspects and perform rescue operations which may involve quickly entering and exiting law enforcement patrol vehicles; lifting, carrying and dragging heavy objects; climbing over and pulling up oneself over obstacles; jumping down from elevated surfaces; climbing through openings; jumping over obstacles, ditches and streams; crawling in confined areas; balancing on uneven or narrow surfaces and using body force to gain entrance through barriers.

Inexperienced Law Enforcement Officer Essential Job Functions (cont'd.)

8. Load, unload, aim and fire from a variety of body positions handguns, shotguns and other agency firearms under conditions of stress that justify the use of deadly force and at levels of proficiency prescribed in certification standards.
9. Perform searches of people, vehicles, buildings and large outdoor areas which may involve feeling and detecting objects, walking for long periods of time, detaining people and stopping suspicious vehicles and persons.
10. Conduct visual and audio surveillance for extended periods of time.
11. Engage in law enforcement patrol functions that include such things as working rotating shifts, walking on foot patrol and physically checking the doors and windows of buildings to ensure they are secure.
12. Effectively communicate with people, including juveniles, by giving information and directions, mediating disputes and advising of rights and processes.
13. Demonstrate communication skills in court and other formal settings.
14. Detect and collect evidence and substances that provide the basis of criminal offenses and infractions and that indicate the presence of dangerous conditions.
15. Endure verbal and mental abuse when confronted with the hostile views and opinions of suspects and other people encountered in an antagonistic environment.
16. Perform rescue functions at accidents, emergencies and disasters to include directing traffic for long periods of time, administering emergency medical aid, lifting, dragging and carrying people away from dangerous situations and securing and evacuating people from particular areas.
17. Process and transport prisoners and committed mental patients using handcuffs and other appropriate restraints.
18. Put on and operate a gas mask in situations where chemical munitions are being deployed.
19. Extinguish small fires by using a fire extinguisher and other appropriate means.
20. Read and comprehend legal and non-legal documents, including the preparation and processing of such documents as citations, affidavits and warrants.
21. Process arrested suspects to include taking their photographs and obtaining a legible set of inked fingerprint impressions.

INEXPERIENCED DETENTION OFFICER
ESSENTIAL JOB FUNCTIONS

1. Effectively restrain an inmate, forcibly if necessary, using handcuffs and other restraints; subdue resisting inmates using maneuvers and resort to the use of hands and feet and other approved devices in self-defense.
2. Prepare investigative and other reports, including sketches, using appropriate grammar, symbols and mathematical computations, to include filing, alphabetizing and labeling.
3. Exercise independent judgement in determining the appropriate classification of inmates and assessing and responding to the needs of special populations.
4. Operate a law enforcement vehicle for long periods of time during both the day and night; in congested traffic and in unsafe road conditions cause by factors such as fog, smoke, rain, ice and snow.
5. Communicate effectively and coherently with other officers and inmates using existing communication systems.
6. Gather information in criminal and administrative investigations by interviewing and obtaining the statements of victims, witnesses, suspects and confidential informers and exercise independent judgment by determining when probable cause exists to recommend disciplinary action.
7. Pursue fleeing inmates and perform rescue operations and other duties which may involve quickly entering and exiting secured areas; lifting, carrying and dragging heavy objects; climbing up to and down from elevated surfaces; climbing through openings; jumping over obstacles; crawling in confined areas; and, using body force to gain entrance.
8. Perform searches of people, vehicles, mail items, objects capable of concealing contraband, buildings and large outdoor areas which may involve feeling and detecting objects, walking for long periods of time and detaining people.
9. Conduct visual and audio surveillance for extended periods of time.
10. Engage in functions in confined areas that include such things as preparing and serving food, working rotating shifts, extended walking on foot patrol and physically checking the doors, windows and other areas to ensure they are secure.
11. Effectively communicate with inmates and the public, including minors, by giving information and directions, mediating disputes and advising of rights and processes.

Inexperienced Detention Officer Essential Job Functions (cont'd.)

12. Demonstrate communication skills in court and other formal settings.
13. Detect and collect evidence and substances that provide the basis of criminal offenses or administrative violations; and detect the presence of conditions such as smoke, unusual or excessive noise, odors, etc.
14. Endure verbal and mental abuse when confronted with the hostile views and opinions of inmates and other people encountered in an antagonistic environment.
15. Perform rescue functions at accidents, emergencies and disasters to include standing for long periods of time, administering basic emergency medical aid, lifting, dragging and carrying people away from dangerous situations and securing and evacuating people from confined areas.
16. Transport and escort prisoners, detainees, and committed mental patients using handcuffs and other appropriate restraints.
17. Put on and operate a self-contained breathing apparatus and extinguish small fires by using a fire extinguisher and other appropriate means.
18. Read and comprehend legal and non-legal documents, including the processing of such documents as medical instructions, commitment orders, summons and other legal writs.
19. Process and release inmates to include taking their photographs and obtaining a legible set of inked fingerprint impressions.
20. Perform crisis intervention functions to include counseling, suicide prevention, recognizing abnormal behavior and taking appropriate action.
21. Break up fights and affrays.
22. Possess sufficient dexterity to manipulate keys and keyboards, operate levers and buttons, manually operate heavy doors and to count, collect and inventory small items.
23. Read computer and camera screens, court and other legal and non-legal documents, distinguish colors, and exercise full field of vision while supervising inmates.
24. Inspect unclothed inmates including body cavities, with exposure to body fluids, wastes and possible encounter with deceased persons.

INEXPERIENCED TELECOMMUNICATOR OFFICER
ESSENTIAL JOB FUNCTIONS

1. Dispatches Public Safety Personnel and Equipment.
2. Collects Information to Facilitate Emergency Response.
3. Coordinates Emergency Response.
4. Use Computers and Computerized Information.
5. Performs Various Duties to Support Effective Dispatch Functions.