

Please Read All Pages Below

BUREAU OF PROTECTIVE SERVICES **EMPLOYMENT DISQUALIFIERS**

****SEE BELOW UPDATED POLICY REGARDING TATTOOS (8-1-17)****

Please read the following information carefully before applying. The list below includes the BPS automatic disqualifiers. If you meet any of these, you are disqualified from employment.

- Under 21 years of age at the time when recruits report to training academy
- Not a United States Citizen
- No High School Diploma or G.E.D.
- Dishonorable Discharge from the military
- Convicted of any crime punishable by imprisonment in a federal or a state prison
- Convicted of Driving Under the Influence of Alcohol and/or Drugs within the past 5 years
- Any conviction of Criminal Domestic Violence
- Driver's license currently suspended, revoked, or more than six points currently assessed against your license
- Cannot meet minimum vision standards: (20/20 vision OR no more than 20/100 corrected to 20/20)
- Sold any illegal drugs or controlled substances (including prescription drugs)
- Any felony conviction (whether convicted as a juvenile or an adult)

BODY PIERCINGS

Body Piercings which are visible anytime while on duty and/or in uniform are prohibited. This does not apply to piercing of the ear lobes on female troopers.

TATTOOS / BODY ART POLICY: *(UPDATED POLICY INFORMATION 8/1/2017)*

Please read excerpts from the new policy regarding tattoo regulations:

- Content
 - The display of any offensive image, phrase, or other expression contained within a Visible Tattoo/Body Art shall be prohibited. Offensive images, phrases, or other expressions shall include but not be limited to:
 - Depictions of nudity, violence, or criminal activity;
 - Sexually explicit/vulgar art, words, or profane language;
 - Symbols likely to incite a strong negative reaction in any group; or
 - Initials, symbolism, or acronyms that represent criminal or historically oppressive organizations, gangs, or activities.

- Visible Tattoos/Body Art may *not* contain any *unapproved* reference to SCDPS or any of its divisions or any political affiliation or message.
- Location
 - Tattoos/Body Art are not permitted on the neck, face, head, or the area of the chest that would be visible while an SCDPS officer is wearing official attire or in uniform wearing a properly-fitting crew neck t-shirt.
 - Tattoos/Body Art are not permitted on the hands with the exception of a single band tattoo on one finger of either the right or left hand that cannot exceed 3/8 of an inch in width.
- Appearance While in Uniform
 - Except as specified in Section (IV)(B)(2)(b), under no circumstances shall a Tattoo/Body Art be seen by another while the officer is in any SCDPS uniform or off duty in a position to be recognized as an SCDPS officer (i.e., working special assignments or off duty assignments while considered to be representing the department in uniform or approved civilian attire). Officers with approved and previously-defined Visible Tattoos have the following options to cover the Tattoo(s)/Body Art:
 - The Tattoo(s)/Body Art shall be covered by a Tattoo/Body Art cover-up sleeve without any design or logo that most closely matches the skin tone of the officer and completely covers the Tattoo(s)/Body Art. Cover-up sleeves shall be approved by the appropriate Division Director or his/her designee and provided by the officer. The officer shall ensure the cover-up sleeve remains clean, in good working condition, and professionally presentable to the public at all times.
 - During the optional periods and the period in which summer uniforms are permitted, officers having Visible Tattoos shall be required to cover the Tattoo(s)/Body Art with either the department-approved cover-up sleeve or with the department-approved duty-specific long-sleeved uniform shirt.

HIRING PROCESS TIME LINE AND REJECTION CRITERIA

The BPS Employment process generally takes between four (4) and six (6) months. If you are not selected for a class, you may generally be able to apply during the next hiring cycle for the next class unless your rejection was based on one of the following factors:

1. ***ANY Falsification of application discovered during process:*** Applicants will be ineligible to reapply for 2 years from date on rejection letter.
2. ***Two (2) Physical Abilities Test (PAT) test failures within a twelve (12) month period:*** Applicants will be ineligible to re-apply for 1 year from date on rejection letter.
3. ***Two (2) Written Examination test failures within a twelve (12) month period:*** Applicants will be ineligible to re-apply for 1 year from date on rejection letter.

4. ***Non-Selection by the Selection Review Interview Board:*** Applicants who fail to get the minimum required votes to continue in the process during their interview will be ineligible to re-apply for 2 years from date on rejection letter.

CREDIT STANDARDS

The credit history and financial conditions of the applicant will be reviewed. Credit history will not be a sole basis for disqualification. Below is a list of minimal credit standards.

- An unsatisfied judgment
- An unpaid State or Federal tax lien
- Accounts written off as bad debt with a remaining balance
- Accounts turned over to a collection agency with a remaining balance
- Voluntary or involuntary repossessions with a remaining balance
- A student loan in default
- An account with a payment 120 days past due with a remaining balance
- A foreclosure account with a remaining balance
- An account “included in bankruptcy” with a remaining balance

Applicants who are given the opportunity to review their credit reports may submit documentation which indicates that they have taken responsibility for the accounts in question. (For example, paid in full receipts/letters, payment plan letters)

SALARY

Rank	Officer Trainee	Officer	Officer First Class	Lance Corporal
Time	Police Academy	Graduation	3 Years	5 Years
Base Salary	\$38,273	\$38,273	\$41,200	\$46,309

Certified South Carolina Class LE1 Applicants:

*Certified with 3 or more years: **\$41,200/year**

*Certified with less than 3 years: **\$38,273/year**

** Certified time counts only from Class LE1 South Carolina Criminal Justice Academy (CJA) graduation date.*

Residency Requirements

Bureau of Protective Services Officers must reside within a thirty (30) mile radius of the BPS Headquarters located at the Edgar A. Brown Building, 1205 Pendleton Street, Columbia, SC.

OUT OF STATE APPLICANTS

As you take part in this hiring process, please understand the following:

- **You must make several different trips to Columbia, SC to complete this hiring process. These trips are at the expense of the applicant.**
- **You cannot do multiple steps on one visit.**
- **All applicants must undergo a thorough state agency background investigation.**
- **You will need to establish South Carolina Residency and acquire a South Carolina Driver's License before your hire date.**
- **Out of State Law Enforcement Certifications are not recognized. You must complete the SC Criminal Justice.**