333 N. MARK STALL PLACE BOISE, IDAHO 83704

Email: shatley@cityofboise.org
Phone: 208-570-6101


Fax: 208-570-6169
www.cityofboise.org/police
PERSONAL INFORMATION QUESTIONNAIRE

| FIRST NAME | MIDDLE NAME | LAST NAME |  | LAST FOUR OF SSN |  | DATE |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| EMAIL ADDRESS |  |  | BEST CONTACT NUMBER - INCLUDE AREA CODE |  |  |  |
| ADDRESS (NUMBER/STREET) |  |  |  |  |  |  |
| CITY |  |  | STATE |  | ZIP |  |

## PIQ INSTRUCTIONS

- Fill out this form electronically. Handwritten responses will not be accepted.
- Carefully read all instructions for each section, including the advisements on the second page.
- Read each question carefully before responding.
- Your responses must be specific and direct. As your ability to write a statement which accurately describes an occurrence will be evaluated, you are expected to explain in detail.
- Full disclosure is required. All questions must be answered completely, accurately, and truthfully.
- Vague, ambiguous, misleading, or unanswered responses will be cause for rejection.
- Be honest. We interview a lot of people about you in the background investigation.
- If you respond "yes" to a question you must explain all occurrences.
- For those questions where there is not a space provided to explain your response, please write your answers on the spaces following each section. There are additional spaces at the end of the document if needed.
- When you see the word "ever" it means your entire lifetime.
- There are many questions on this rating tool that may make you uncomfortable. The answers to some of these questions may preclude you from continuing in the hiring process.
- We EXPECT candidates to have made mistakes. The distance of time can soften the effects of a mistake.
- If in doubt or not sure about a question, answer yes and explain. We want to have the conversation.
- If a date is requested, try to be as close as you can. Narrow down to month, year, time of year, etc.
- Try to reply to things in chronological order.
- Do not minimize or rationalize. We want facts, not excuses.
- We conduct a polygraph.


## ADVISEMENT

This Personal Information Questionnaire (PIQ) is designed to evaluate and screen applicants in the PRELIMINARY stages of the background investigative process. A complete background packet containing an in-depth Personal History Statement and other forms will be required if the background investigation continues. Information provided in this PIQ will be used in the investigation into your background to assist in determining your fitness and suitability for a public safety position with the Boise Police Department. BPD has both a legal and moral obligation to ensure its applicants are law-abiding persons of good moral character. Along with many other attributes, we are seeking applicants with high integrity, ethics, and who will make a credible witness in court. We are looking for honest people. Please be as specific as possible in your answers.

## HONESTY IS ESSENTIAL

This confidential pre-investigative questionnaire is designed to assist background detectives in conducting a preliminary background screening. Follow up and additional questions will be asked as the investigation continues. Your responses will be verified during a comprehensive background investigation, which includes a truth verification examination and in-depth interviews with you and those who know you.

It is imperative that you answer all questions truthfully. Credibility is vital to this position. We are not expecting to find applicants who have never made mistakes. There is no such thing as a perfect person orperfect candidate. As your prospective employer, we are not looking for perfection; rather, we want an open and honest opportunity to evaluate your qualifications fairly for this position. Generally, in some cases, time heals mistakes. We will evaluate several factors when reviewing your questionnaire.

You are responsible for the accuracy of information on this form. It is your responsibility to make certain that the information is complete and correct. Please note that deliberate misstatements, withholding or omitting information, providing half-truths and/or incomplete, vague, or misleading statements on this form will disqualify you from potential employment, regardless of the nature or reason. If during our background process, we discover that your responses on this questionnaire were inaccurate, untrue, or misleading, you will be disqualified. Read questions thoroughly before answering.

## LEGAL QUESTIONS

All applicants applying for employment with the Boise Police Department are required to disclose their prior involvement in illegal acts. You are required to disclose acts that you have committed even if you were never caught, arrested or prosecuted. Inconsistent statements made in this document could result in disqualification.

You are required to answer questions about misdemeanors and felonies you may have committed at any time in your life. With respect to questions about legal processes initiated against you (detentions, arrests, plea bargains, diversions and/ or convictions), you may have a legal right to answer "No".

## DISCLOSURE OF MEDICALLY-RELATED INFORMATION

In accordance with the U.S. Americans with Disabilities Act, at this stage of the hiring process, applicants are not expected or required to reveal any medical or other disability-related information about themselves in response to questions on this form, or to any other inquiry made prior to receiving a conditional offer of employment.

## CONFIDENTIALITY STATEMENT

Your completed form is treated as ahighly confidential document. The original form becomes a permanent part of your background file and will not be released to any other party without your signed authorization or by order of a competent court.

Any questions should be directed to Police Personnel or City of Boise Human Resources.

## SECTION 1: EDUCATION

DURING THE COURSE OF THE BACKGROUND INVESTIGATION, WE WILL CONTACT SCHOOL OFFICIALS, TEACHERS, CLASSMATES, AND OTHERS TO ASSESS YOUR PAST BEHAVIOR WHILE ATTENDING SCHOOL. A REVIEW OF YOUR EDUCATIONAL FILES AND SCHOOL RECORDS WILL BE MADE IN CONJUNCTION WITH THOSE CONTACTS.

1) Have you ever altered, counterfeited, or forged, any school record, application, or school transcript? $\qquad$Yes $\square$ No
2) Have you ever threatened any teacher, school official, or other staff member with violence? $\qquad$Yes
3) Have you ever hit, struck, pushed, or injured any teacher, school official, or staff member? $\qquad$Yes
4) Have you ever called in a bomb threat to any school or college? $\qquad$Yes $\square$ No

| Question <br> $\#$ | Explain in detail the event or circumstances | Month/Year of <br> occurrence | Age when <br> occurred |
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## SECTION 2: EMPLOYMENT

A COMPREHENSIVE BACKGROUND INVESTIGATION WILL BE CONDUCTED INTO YOUR EMPLOYMENT HISTORY. YOU WILL BE REQUIRED TO LIST EVERY JOB YOU HAVE HELD. SUPERVISORS, CO-WORKERS, AND OTHERS WHO HAVE KNOWN YOU IN A WORKING ENVIRONMENT WILL BE CONTACTED. A REVIEW OF YOUR PERSONNEL FILES AND RECORDS WILL BE MADE IN CONJUNCTION WITH THOSE CONTACTS. FOR NOW, PROVIDE US WITH SOME PRELIMINARY INFORMATION ON YOUR WORK HISTORY FOR THE LAST TEN YEARS INCLUDING VOLUNTEER WORK, INTERNSHIPS, AND TIME PERIODS AS A STUDENT.
5) Have you reason to be concerned about an investigation into your work history? ..... $\ldots$ Yes ..... $\square$ No
6) Would you expect anyone to report derogatory information about your work history or work performance?

$\qquad$ ..... $\square$ No
7) Would you expect any past employer decline to rehire you because of your behavior, conduct, or attitude?

$\qquad$
8) Have you ever committed a dishonest act to obtain a job, promotion, transfer, or higher performance rating?

$\qquad$
$\square$ Yes
9) Have you ever committed an immoral act (demand or request for goods, services or favors in exchange for special consideration or preference) to obtain a job, promotion, or higher performance rating?
$\qquad$
$\qquad$
10) Have you ever taken any action for which, if caught, you would have been fired or suspended?
$\qquad$
$\qquad$
11) Have you ever used your title, position, rank, or company status to gain sexual favors? $\qquad$ $\square$ Yes
12) Have you ever been disciplined, suspended, or fired from an employer for losing your temper, becoming hostile, or for insubordination, defiance, or non-compliance?
Yes
13) Have you ever made a false allegation or false complaint against a supervisor, manager, or director? $\qquad$
14) Have you ever made a false allegation or false complaint about a co-worker? $\qquad$
$\qquad$15) Have you ever been disciplined, suspended, or fired for lying or being untruthful?

$\qquad$ $\square$ Yes
16) Have you ever caused an injury (requiring medical attention to stem bleeding, broken bones, sprain or strain) to someone at work by your improper behavior (horseplay or intentional act outside the appropriate behaviors for that job)? $\qquad$
$\qquad$ 17) Have you ever counterfeited, forged, or altered a time card or time sheet to gain more money? $\qquad$
$\qquad$YesNo
18) Have you ever lied, made-up, fabricated or misrepresented work hours or overtime?Yes$\square$ No
19) Have you ever received pay you did not earn and kept it without reporting it?



$\qquad$20) As an employee, have you ever intentionally falsified a receipt, voucher, sales slip or invoice?
$\qquad$
$\qquad$ Yes
21) As an employee, have you ever intentionally falsified or forged a warranty or service contract? $\qquad$Yes


| $\begin{aligned} & \text { Question } \\ & \# \\ & \hline \end{aligned}$ | Explain in detail the event or circumstances | Month/Year of occurrence | Age when occurred |
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## SECTION 3: MILITARY

DURING THE COURSE OF THE INVESTIGATION, PERSONS WHO HAVE KNOWN YOU IN THE MILITARY WILL BE CONTACTED IF APPLICABLE. A REVIEW OF YOUR MILITARY RECORDS WILL BE MADE IN CONJUNCTION WITH THOSE CONTACTS.
35) Have you ever served in the military?Yes No

If no, please skip the remainder of section 3 and continue to section 4.
36) Were you ever placed in military confinement or placed under military arrest or detention? $\qquad$
37) Did you ever use your position or rank in the military to gain sexual favors? $\qquad$Yes


## SECTION 4: LAW ENFORCEMENT INFORMATION

DURING THE COURSE OF THE INVESTIGATION, A REVIEW OF YOUR APPLICATION AND EMPLOYMENT RECORDS WILL BE MADE IN CONJUNCTION WITH AGENCY CONTACT.


| Question <br> $\#$ | Explain in detail the event or circumstances | Month/Year of <br> occurrence | Age when <br> occurred |
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## SECTION 5: CURRENT OR FORMER LAW ENFORCEMENT OFFICERS

DURING THE COURSE OF THE INVESTIGATION, A REVIEW OF YOUR LAW ENFORCEMENT EMPLOYMENT RECORDS WILL BE MADE IN CONJUNCTION WITH AGENCY CONTACT. Yes No


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## SECTION 6: CRIMINAL HISTORY AND ACTIVITY

DURING THE COURSE OF THE BACKGROUND INVESTIGATION, WE WILL BE CONDUCTING AN INTENSIVE CRIMINAL HISTORY CHECK. ALONG WITH A NATIONWIDE FINGERPRINT CHECK, LAW ENFORCEMENT AGENCIES THROUGHOUT THE UNITED STATES AND OTHER COUNTRIES WILL BE CONTACTED. ALL AREAS WHERE YOU HAVE LIVED, VISITED, WORKED OR TRAVELED WILL BE CHECKED. THE DEPARTMENT OF JUSTICE (DOJ), FEDERAL BUREAU OF INVESTIGATION (FBI), INTERPOL, MILITARY AUTHORITIES, AND OTHER LAW ENFORCEMENT AGENCIES MAY BE CONTACTED. THEREFORE, IT IS VITAL THAT YOU REVEAL ALL LAW ENFORCEMENT CONTACTS, DETENTIONS AND ARRESTS. THIS INCLUDES RECORDS THAT WERE SEALED, EXPUNGED, DISMISSED, OR PARDONED, INCLUDING JUVENILE RECORDS. THIS IS A PRE-EMPLOYMENT INVESTIGATION AND NOT A CRIMINAL INVESTIGATION. WE ARE EVALUATING YOUR SUITABILITY FOR THE POSITION FOR WHICH YOU HAVE APPLIED. QUESTIONS WILL BE ASKED ABOUT ANY AND ALL CRIMINAL ACTIVITY, BEHAVIOR, OR CRIMES YOU HAVE COMMITTED OR BEEN INVOLVED IN EVEN THOUGH YOU WERE NOT CAUGHT OR ARRESTED. YOU WILL HAVE AN OPPORTUNITY TO EXPLAIN YOUR RESPONSES.
81) What has been the worst undetected crime you have ever committed, if any?82) Have you ever been charged, arrested or detained in another country? (Outside the United States)
$\qquad$No
83) Have you ever been detained (vehicle or pedestrian) at a U.S. border for suspected illegal activity? $\qquad$ $\square$ Yes
84) Have you ever been charged, arrested or detained for a "Hate Crime"? (Threatened or attacked someone because of their religious beliefs, culture, race, gender identity or sexual preference)Yes
85) Have you ever committed a "Hate Crime", even if not caught? (Threatened or attacked someone because of their religious beliefs, culture, race, gender identity or sexual preference)Yes
86) Have you ever associated with someone who committed a "Hate Crime"? (Threatened or attacked someone because of their religious beliefs, culture, race, gender identity or sexual preference)
Yes
87) Have you ever belonged to or associated with a subversive or militant group, alliance or organization that advocates racism, or hatred toward others because of their way of life, background, culture or customs? $\square$ Yes
88) Have you ever emailed, texted, delivered, sent, transmitted, disseminated, or mailed flyers, letters, bulletins, books, notices, photos, or literature of any kind to anyone containing racist information?
$\qquad$位
$\qquad$
$\qquad$ Yes
89) Have you ever emailed, texted, delivered, sent, transmitted, disseminated, or mailed flyers, letters, bulletins, books, notices, photos, or literature of any kind or sent e-mail to anyone containing items that could be viewed as sexual discrimination? $\qquad$ Yes
90) Have you belonged to or associated with, a subversive or militant group or organization that advocates the use of violence or aggression toward the U.S. Federal Government, state government, or city government? $\qquad$ YesNo
91) Have you associated with someone, a group, alliance, association, club or organization that despised certain cultures or types of people? .. $\square$ Yes $\square$ No
92) Since the age of 14 , have you ever been involved in a physical fight with someone? $\qquad$YesNo
93) Have you ever used a bat, club, stick, pipe or other hard object against someone in anger or defense? $\qquad$ YesNo
94) Have you ever used a knife, dagger or other stabbing instrument against someone in anger or defense?

$\qquad$
es
No
95) Have you ever used a firearm to scare or intimidate someone? ..... Yes$\square$ No No
96) Have you ever discharged a firearm at a house, building, apartment, vehicle, vessel or aircraft? Yes


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| SECTION 7: ETHICAL ACTIVITY RELATED QUESTIONS |  |  |  |



| Question <br> $\#$ | Explain in detail the event or circumstances | Month/Year of <br> occurrence | Age when <br> occurred |
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| SECTION 8: SEXUAL ACTIVITY RELATED QUESTIONS |  |  |  |

WE UNDERSTAND THE SENSITIVITY OF THE FOLLOWING QUESTIONS AND RECOGNIZE THEY ARE POINTED AND FOCUS ON AN AREA OF YOUR LIFE YOU MAY NOT WANT TO DISCLOSE. SOME OF THESE DISCLOSURES MAY BE EMBARRASSING. AGAIN, WE DON'T EXPECT PEOPLE TO BE PERFECT OR TO HAVE NEVER MADE A MISTAKE. WE DO EXPECT FULL DISCLOSURES AND EXPLANATIONS.
126) Have you ever used the services of a prostitute outside the United States? (Paid for any sex act)

$\qquad$ ..... No
127) Have you ever used the services of a prostitute who was under the age of 18 or suspected of being under the age of 18 ? ..... $\square$ Yes
No
128) Have you ever used any type of drug or narcotic or any type of intoxicating chemical to seduce or overpower someone to have sex with you or another person knowing it was without their permission, agreement or consent? ..... No
129) Have you ever coerced or tricked someone to have sex with you or another person without his/her consent?

$\qquad$
$\square$ Yes

130) Have you ever had sex or sexual contact with someone under the age of 18 , someone who claimed to be under the age of 18 or
with someone you suspected to be under the age of 18 ?
$\qquad$
someone else? (Includes spousal rape)
$\qquad$
Yes
No
131) Have you ever had, or attempted to have, sex with a relative or member of your family other than your spouse? Relatives are
considered blood relatives or legal relatives. (Marriage, Adoption, etc.)
$\qquad$
hy? (Magazines, web sites, chat rooms, e-mail, etc.)
.) ....
$\qquad$
Yes
No
132) As an adult, have you ever intentionally exposed yourself (genitals) to a child?
any job or while at the job site?

$\qquad$
Yes
No

136) Have you ever committed any sex act while on duty, while being paid, while in uniform, or while in any public safety setting?
$\qquad$
Yes
No
137) Have you ever taken a video or photo of someone without their knowledge and later viewed it for purposes of sexual gratification? .
Yes
138) Have you ever made any annoying, harassing, obscene or crude phone calls to anyone as an adult?
Yes
139) Have you ever had any sexual contact with a dead person?
Yes
140) Have you ever had any type of sexual contact with an animal?
Yes

| Question \# | Explain in detail the event or circumstances | Month/Year of occurrence | Age when occurred |
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SECTION 9: DOMESTIC VIOLENCE AND CHILD ABUSE RELATED ACTIVITY
WE UNDERSTAND THE SENSITIVITY OF THE FOLLOWING QUESTIONS AND RECOGNIZE THEY ARE POINTED AND FOCUS ON AN AREA OF YOUR LIFE YOU MAY NOT WANT TO DISCLOSE. SOME OF THESE DISCLOSURES MAY BE EMBARRASSING. AGAIN, WE DON’T EXPECT PEOPLE TO BE PERFECT OR TO HAVE NEVER MADE A MISTAKE. WE DO EXPECT FULL DISCLOSURES AND EXPLANATIONS.
141) Have you ever hit, struck, slapped, kicked, pushed, or grabbed your spouse, girlfriend, or boyfriend in anger or while involved in an argument at home or in public?

$\qquad$
Yes
$\qquad$142) Have you ever had a Restraining Order filed against you?$\square$ Yes143) Have you ever violated a Restraining Order?Yes144) Have you ever followed someone against their will, or stalked someone by following them secretly, furtively, or surreptitiously?(Includes someone you know, or a stranger, public figure or entertainer)Yes
145) Have you ever threatened force or violence against a spouse, former spouse, relative, girlfriend, boyfriend, or anyone, including a stranger, to induce them not to speak the police, change their statement to the police, testify in court or change their testimony in court? $\qquad$
$\qquad$
$\qquad$146) Have you ever been accused of or been questioned about child abuse, child neglect or child molest?
$\qquad$.............147) Have you ever injured or bruised a child as a result of losing your temper or by using corporal punishment?


$\qquad$
$\qquad$YesNo
149) Have you ever tied up a child, or locked up a child in a small confined space to discipline the child? . $\qquad$
$\qquad$150) Have you ever disciplined a child by placing a child into a dangerous or unsafe situation where the child could be injured or hurt asa result of losing your temper or administering discipline? .
$\qquad$
$\qquad$...................................................151) Have you ever left or abandoned a child or children without proper care or proper supervision?
$\qquad$ YesNo
152) Have you ever refused or intentionally delayed your obligation to pay child support?
$\qquad$
$\qquad$

Explain in detail the event or circumstances

| Question <br> $\#$ |  | Explain in detail the event or circumstances | Month/Year of <br> occurrence |
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## SECTION 10: COMPUTER, TELEPHONIC, AND/OR ELECTRONIC RELATED ACTIVITY

$\qquad$YesNo
154) Have you ever committed an illegal electronic fund transfer? (Theft, money laundering, etc.)

$\qquad$
Yes
155) Have you ever used a computer to obtain illegal, unlawful, unauthorized or prohibited information? $\qquad$
156) Have you ever used the Internet to obtain information for the purposes of committing a crime, illegal act or in preparation to do so? $\qquad$No
157) Have you ever committed electronic eavesdropping through a computer network system? $\qquad$YesNo
158) Have you ever sent an indecent, obscene or offensive e-mail to someone without their consent or approval?

$\qquad$
Yes
No
159) Have you ever sent a message threatening some type of violence or harm via e-mail, text, or fax?

$\qquad$
Yes
No
160) Have you ever obtained confidential or restricted information from a computer in order to sell it? $\qquad$ YesNo


## SECTION 11: CRIMINAL ACTIVITY INVOLVING THE USE OF ILLEGAL DRUGS OR NARCOTICS

169) Have you ever injected, or had someone inject, any illegal drug, narcotic or chemical into your body?

$\qquad$
Yes ..... No
170) Have you ever sold or provided any chemical, compound, or element to someone, knowing the purpose was to manufacture an illegal substance, designer drug, narcotic or similar product? ..... $\square \mathrm{N}$
171) During the last 5 years, have you remained in a private place, during a time where marijuana, illegal drugs, narcotics, designer drugs, rave drugs or any illegal substance were being used? ..... $\square$ Yes ..... $\square$ No
172) Have you ever allowed someone to use marijuana in your home or in your vehicle? ..... $\square$ Yes ..... $\square$ No
173) Have you ever allowed someone to use illegal drugs or narcotics (other than marijuana) in your home or vehicle? ..... $\square$ Yes ..... $\square$ No
174) During the last 5 years have you associated with friends, acquaintances or roommates who use marijuana, narcotics or other illegal drugs? ..... $\square$ Ye ..... $\square \mathrm{No}$175) During the last 5 years, have you associated with relatives or family members who use marijuana or illegal drugs or narcotics?(Even for medicinal purposes.)YesNo
176) Have you ever forged a prescription in order to obtain a drug or narcotic for you or someone else?

$\qquad$ ..... Yes ..... No
177) Have you ever attempted to obtain a prescription drug or narcotic knowing the prescription was forged?

$\qquad$
Yes
No
178) Have you ever used a prescription medication that was not prescribed to you? EXPLAIN
Yes ..... $\square$ No
179) Have you ever cheated on or falsified a drug test?

$\qquad$
Yes ..... $\square$ No180) Have you ever gone to multiple doctors to obtain prescriptions for a drug or narcotic?
$\qquad$Yes$\square$ No
181) Have you ever filed a false workers' compensation claim, faked injury or illness in an emergency room, medical office, clinic, etc. to obtain drugs or narcotics? $\qquad$Yes
182) Have you ever purchased prescription medication or illegal drugs over the internet? $\qquad$No

| Question <br> $\#$ | Explain in detail the event or circumstances | Month/Year of <br> occurrence | Age when <br> occurred |
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## SECTION 12: TRAFFIC HISTORY



| Question <br> $\#$ |  | Explain in detail the event or circumstances | Month/Year of <br> occurrence |
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## SECTION 13: FINANCIAL HISTORY



| Question <br> $\#$ | Explain in detail the event or circumstances | Month/Year of <br> occurrence | Age when <br> occurred |
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## SECTION 14: REFERENCES, RELATIVES, AND ACQUAINTANCES



| Question <br> $\#$ | Explain in detail the event or circumstances | Month/Year of <br> occurrence | Age when <br> occurred |
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Please complete a personal biography of yourself: Begin with where you were born, where you lived, where and why you moved, schools attended, school activities you participated in, activities you participated in outside of school, hobbies, family, jobs, career goals, notable events in your life, and law enforcement experience (if applicable). Include anything else that you feel is important or relevant for your background investigation.
$\square$
$\qquad$

EXTRA SPACES FOR RESPONSES

| $\begin{array}{\|c} \hline \text { Question } \\ \# \\ \hline \end{array}$ | Explain in detail the event or circumstances | Month/Year of occurrence | Age when occurred |
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