

# JEFFERSON COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

256 John Scott Highway, Steubenville, Ohio 43952  
Phone (740) 264-7176 Fax (740) 264-0399

## APPLICATION FOR EMPLOYMENT

NAME \_\_\_\_\_  
Last First Middle

DATE \_\_\_\_\_

POSITION APPLIED FOR \_\_\_\_\_

### **TO ALL APPLICANTS**

(Please read carefully)

Thank you for your interest in employment with the Jefferson County Board of Developmental Disabilities. The Board operates a county agency providing services on a daily basis for citizens of Jefferson County who have developmental disabilities. In completing your application, please be sure to provide as much detail as possible. Answer all questions thoroughly. Type or print clearly. Be sure your signature and the date appear on the last page of the application. There is no need to have your application notarized prior to submission. Return the completed application to the Personnel Department at the address above. Applications may be accepted for positions that are posted and available. Applications that are properly completed and received in a timely manner will remain active for a period of 60 days. During the active period, your application will be made available to the supervisor in the facility where the available position exists. After 60 days, your application will be considered inactive and removed from active consideration. In the event you are interested in available, posted positions after 60 days, you will need to complete a new application.

### **HIRING PROCESS**

When completed applications are received by the Personnel Department, they are reviewed and made available to the supervisors in the facilities where appropriate openings exist. Because there are generally many more applicants than open positions, we cannot promise an interview for each applicant. Interviews will be scheduled by the supervisor based upon the applicant's qualifications (e.g. education, related experience, etc.) date of application, position openings at that time, etc. All applicants under final consideration for employment with the Board shall submit to a criminal background investigation as required by law. Depending upon the position, the applicant may also be requested to submit a certified abstract from the Ohio Bureau of Motor Vehicles indicating a record of convictions for violation of motor vehicle laws and/or the applicant may be requested to participate in a drug screening test at a location designated by the Board. Following the initial interview with the supervisor in the facility, applicants may be recommended for an additional interview with the superintendent. Though such interviews are scheduled promptly, the total process above may take several weeks.

### **AN EQUAL OPPORTUNITY EMPLOYER**

The Board does not discriminate in its hiring practices and will take whatever affirmative action is necessary to offer equal opportunity employment without regard to race, color, sex, sexual orientation, gender identity, age, national origin, ancestry, religion, physical or mental disability or veteran status. It ensures to comply with all federal, state and local laws.

**TO ALL APPLICANTS:**

Thank you for your interest in employment with Jefferson County Board of DD. When completing your application, answer all questions thoroughly. Type or print clearly. If you need assistance completing the application, please advise the Human Resources Office. Be sure your signature and the date appear on the last page of the application and return the completed application to the Human Resources Office at the above address. All applications will be kept on active status for sixty days. If you are not hired but are still interested in employment with this organization after sixty days, you will need to complete a new application.

Check if any apply to you:

- (a.) \_\_\_\_\_ You are an employee of an agency contracting to provide services with the Jefferson County Board of Developmental Disabilities (hereafter referred to as the "Board).
- (b.) \_\_\_\_\_ You are an immediate family member of an employee of an agency contracting to provide services with the Board.
- (c.) \_\_\_\_\_ You have an immediate family member who serves as a county commissioner for Jefferson County.
- (d.) \_\_\_\_\_ You are employed by, have an ownership interest in, perform or provide administrative duties for, or are a member of the governing board of an entity that provides specialized services to people with disabilities, regardless of whether the entity contracts with the Board to provide specialized services.

If you answered yes to any of the above, AND you are applying and are hired to work with us in a position that is defined as a management position or a professional position or a service position, you can only be employed by Jefferson County Board of DD and the other individual, agency or other entity at the same time if the following (Ohio Law 5126.033) conditions are met and approved according to the Ethics policy of the Jefferson County Board of Developmental Disabilities.

**I certify that I will declare, now or in the future, any connection to another direct service agency for which my employment with the Jefferson County Board of Developmental Disabilities could create a conflict of interest as outlined in items (a) to (d).**

\_\_\_\_\_  
Signature/date

**APPLICATION FOR EMPLOYMENT**

E-mail address: [HR@JCBDD.COM](mailto:HR@JCBDD.COM)

Name: \_\_\_\_\_  
Last First Middle

Address: \_\_\_\_\_  
Street City State Zip Code

Telephone: \_\_\_\_\_ Email Address: \_\_\_\_\_

Referral Source:  Advertisement  Employee  Relative  Walk-in  Employment Agency

Name of Source (if applicable) \_\_\_\_\_

Position(s) applying for: \_\_\_\_\_

Type of employment desired:  Full Time  Part Time  Substitute  Seasonal

Have you ever applied for employment with us before?  Yes  No

If yes, for what position(s)? \_\_\_\_\_ Date: \_\_\_\_\_

Have you ever been employed with us before?  Yes  No

If yes, what position(s)? \_\_\_\_\_ Date: \_\_\_\_\_

Are you legally eligible for employment in this country?  Yes  No

Have you ever been discharged or requested to resign for a position?  Yes  No

On what date can you be available to work? \_\_\_\_\_ Desired Salary \_\_\_\_\_

Have you ever had a certificate, license, or registration revoked or suspended?  Yes  No

If yes, explain: \_\_\_\_\_

Are you 18 years or older?  Yes  No

Are you now or have you ever been a member of a state retirement system in Ohio?  Yes  No

Do you have a current, valid Ohio Driver's license?  Yes  No Commercial Driver's license?  Yes  No

Have you ever served in the U.S. Armed Services?  Yes  No If yes, what branch: \_\_\_\_\_

Describe Training: \_\_\_\_\_

## EDUCATION

Type	Complete Name and Address	Years Completed (Circle)	Graduated (Circle)	Degree/Major
High School/GED*		1 2 3 4	Yes No	
College*		1 2 3 4	Yes No	
Post Graduate*		1 2 3 4	Yes No	
Business/Trade or Other*		1 2 3 4	Yes No	

\* Please submit transcripts (copies for application-official transcripts necessary at time of hire)

**Computer Skills:**     PC     Windows     Microsoft Office     Microsoft Word     Excel  
 Databases     Internet     Others (list) \_\_\_\_\_

**Office Skills:**     Typing     Filing     Accounting     Multi-line phone system  
 Fax     Copier     Data Entry     Shorthand     Others (list) \_\_\_\_\_

**Maintenance Skills:**     Electrical     Plumbing     HVAC     Carpentry     Masonry     Painting  
 Plastering     Janitorial     Engines     Others (list) \_\_\_\_\_

Please list any pertinent skills and/or additional training: \_\_\_\_\_

## CERTIFICATION/LICENSURE/REGISTRATION

For many positions, state certification, licensure or registration requirements MUST be met. Be sure to enclose copies of the applicable document(s) and complete the information below if relevant to the position(s) for which you have applied.

**Certification from the Ohio Department of Education:** Type: \_\_\_\_\_  
Grade \_\_\_\_\_    Expiration Date \_\_\_\_\_

**Certification or Registration from the Ohio Department of DD:** Type \_\_\_\_\_  
Grade \_\_\_\_\_    Expiration Date \_\_\_\_\_

Please list other certificates, registrations, or licenses you have that are required for the position(s) for which you applied. \_\_\_\_\_

## EMPLOYMENT HISTORY

List most recent first. Use additional sheet if necessary. If your job title or duties changed during employment with any one employer please list as separate employers. A resume may not be used as a substitute for completing this application.

Employer: \_\_\_\_\_ Telephone No: \_\_\_\_\_

Address: \_\_\_\_\_

Name & Title of Supervisor: \_\_\_\_\_

Job Title: \_\_\_\_\_ Dates of Employment: \_\_\_\_\_ to \_\_\_\_\_

Starting Salary: \$ \_\_\_\_\_ Ending Salary: \$ \_\_\_\_\_ May we contact?  Yes  No

Describe Responsibilities: \_\_\_\_\_

\_\_\_\_\_

Reason for leaving: \_\_\_\_\_

Employer: \_\_\_\_\_ Telephone No: \_\_\_\_\_

Address: \_\_\_\_\_

Name & Title of Supervisor: \_\_\_\_\_

Job Title: \_\_\_\_\_ Dates of Employment: \_\_\_\_\_ to \_\_\_\_\_

Starting Salary: \$ \_\_\_\_\_ Ending Salary: \$ \_\_\_\_\_ May we contact?  Yes  No

Describe Responsibilities: \_\_\_\_\_

\_\_\_\_\_

Reason for leaving: \_\_\_\_\_

Employer: \_\_\_\_\_ Telephone No: \_\_\_\_\_

Address: \_\_\_\_\_

Name & Title of Supervisor: \_\_\_\_\_

Job Title: \_\_\_\_\_ Dates of Employment: \_\_\_\_\_ to \_\_\_\_\_

Starting Salary: \$ \_\_\_\_\_ Ending Salary: \$ \_\_\_\_\_ May we contact?  Yes  No

Describe Responsibilities: \_\_\_\_\_

\_\_\_\_\_

Reason for leaving: \_\_\_\_\_

## REFERENCES

(Please list 3 individuals whom we may contact for a professional recommendation, excluding relatives.)

	Full Name	Address	Telephone Number
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____

**JEFFERSON COUNTY BOARD OF DD**

STATE OF OHIO

COUNTY OF JEFFERSON

\_\_\_\_\_ BEING DULY SWORN, DEPOSES AND SAYS:

(Name)

1. The affiant (referred to in this affidavit as the "applicant") is applying for the position of at the JEFFERSON County Board of Developmental Disabilities (referred to in this affidavit as the "Board").

2. The applicant understands that the Board is required to conduct a criminal records check of all new employees, including gathering a set of impressions of the applicant's fingerprints, a reference check of past and present employers, and a review of certain databases. The applicant further understands that, if the applicant is applying for a position which includes transporting individuals with developmental disabilities, a copy of the applicant's abstract regarding the record of convictions for violations of motor vehicle laws will be requested from the registrar of motor vehicles. The applicant agrees to sign all forms necessary for the Board (or the Board's designee) to receive this information and understands that failure to do so means the Board will not employ the applicant. **By signing below, the applicant hereby consents to the Board conducting the criminal records check required under Ohio law.**

**(Applicants: Check either 3 or 4 but not both)**

\_\_\_\_\_ 3. The applicant states that he/she has been a resident of Ohio for the five year period preceding this application. The applicant agrees to provide proof to the Board that he/she has been a resident of Ohio for the five year period preceding this application.

\_\_\_\_\_ 4. The applicant states that he/she has not been a resident of Ohio for the five year period preceding this application.

**(Applicants: Check either 5 or 6 but not both)**

\_\_\_\_\_ 5. The applicant states that he/she has not been convicted of or plead guilty to any of the offenses listed in Exhibit 1. Exhibit 1 is attached to and hereby made a part of this affidavit. The applicant states that he/she has read Exhibit 1 as acknowledged by applicant's initials on every page of Exhibit 1.

\_\_\_\_\_ 6. The applicant states that he/she has been convicted or plead guilty to any of the offenses listed in Exhibit 1. Exhibit 1 is attached to and hereby made a part of this affidavit. The applicant states that he/she has read Exhibit 1 as acknowledged by applicant's initials on every page of Exhibit 1. For each offense for which the applicant has been convicted or plead guilty the applicant states:

- a. The original charge was \_\_\_\_\_
- b. The conviction was for \_\_\_\_\_
- c. The date of the conviction was \_\_\_\_\_
- d. The sentence was \_\_\_\_\_
- e. The date of the completion of all term of the sentence was \_\_\_\_\_
- f. The circumstances of the crime were as follows: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

- 7. The applicant understands that, in accordance with Section 109.572 of the Ohio Revised Code, the Board is entitled to information regarding all convictions or guilty pleas of the applicant with respect to offenses listed or described in Exhibit 1, including those that have been expunged or sealed under Ohio law. **The applicant understands that he/she must disclose such expunged or sealed convictions to the Board.**
- 8. The applicant agrees to inform the Board, **within 14 calendar days**, if, while the applicant is employed by the Board, the applicant is ever formally charged with, convicted of, or pleads guilty to, any of the offenses listed in Exhibit 1. The applicant understands that failure to report formal charges, a conviction or a guilty plea, to the Superintendent may result in the applicant being dismissed from Board employment.
- 9. The applicant states that the above information is complete, true and accurate under penalty of perjury.
- 10. The applicant understands that the accuracy of this information is a condition of employment and that the Board is relying on the accuracy of this information in making any offer of employment to the applicant.
- 11. The applicant understands that he/she may be discharged if any of the above information is false, incomplete, or misleading.

**FURTHER AFFIANT SAYETH NAUGHT.**

\_\_\_\_\_  
**Signature of Affiant**

**Date:** \_\_\_\_\_

Pursuant to the Ohio Administrative Code, Section 5123:2-2-02, the Jefferson County Board of Developmental Disabilities is required to conduct background investigations for purposes of employment. Please note that per 5123:2-2-02, there are FIVE tiers of disqualifying offenses with corresponding time periods that preclude an applicant from being employed with this agency. Therefore, all applicants under final consideration will be required to submit to a background check through the Bureau of Criminal Identification and Investigation.

For more information, please review OAC 5123:2-2-02.

Your signature below verifies only that you understand our requirement to conduct background checks following job offers. Your signature verifies that you further understand that all prospective employees must also pass a drug test prior to being hired.

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Signature of Affiant

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Date



# **EXHIBIT 1 TO AFFIDAVIT OF APPLICANT FOR EMPLOYMENT WITH THE JEFFERSON COUNTY BOARD OF DEVELOPMENTAL DISABILITIES**

An applicant, unless the applicant is legally rehabilitated, may not be hired by a County Board of Developmental Disabilities if the applicant has been convicted of or pled guilty to any of the following:

## **TIER ONE (Permanent Exclusion):**

The Board shall not employ an applicant or continue to employ an employee if the applicant or employee has been convicted of or pled guilty to any of the following sections of the Ohio Revised Code:

1. R.C. 2903.01      Aggravated Murder
2. R.C. 2903.02      Murder
3. R.C. 2903.03      Voluntary Manslaughter
4. R.C. 2903.11      Felonious Assault
5. R.C. 2903.15      Permitting Child Abuse
6. R.C. 2903.16      Failing to provide for a functionally impaired person
7. R.C. 2903.34      Patient Abuse or neglect
8. R.C. 2903.341      Patient Endangerment
9. R.C. 2905.01      Kidnapping
10. R.C. 2905.02      Abduction
11. R.C. 2905.32      Human Trafficking
12. R.C. 2905.33      Unlawful conduct with respect to documents
13. R.C. 2907.02      Rape
14. R.C. 2907.03      Sexual Battery
15. R.C. 2907.04      Unlawful sexual conduct with a minor (formerly corruption of a minor)
16. R.C. 2907.05      Gross Sexual Imposition
17. R.C. 2907.06      Sexual Imposition
18. R.C. 2907.07      Importuning
19. R.C. 2907.08      Voyeurism
20. R.C. 2907.12      Felonious sexual penetration as it existed prior to September 3, 1996
21. R.C. 2907.31      Disseminating matter harmful to juveniles
22. R.C. 2907.32      Pandering obscenity
23. R.C. 2907.321      Pandering obscenity involving a minor
24. R.C. 2907.322      Pandering sexually oriented matter involving a minor
25. R.C. 2907.323      Illegal use of a minor in nudity-oriented material or performance
26. R.C. 2909.22      Soliciting/providing support for act of terrorism
27. R.C. 2909.23      Making terrorist threat
28. R.C. 2909.24      Terrorism
29. R.C. 2913.40      Medical Fraud

APPLICANT MUST INITIAL IN THE FOLLOWING SPACE

30. R.C. 2923.01 Conspiracy - when the underlying offense is any of the offenses or violations described in this tier of this Exhibit
31. R.C. 2923.02 Attempt - when the underlying offense is any of the offenses or violations described in this tier of this Exhibit
32. R.C. 2923.03 Complicity - when the underlying offense is any of the offenses or violations described in this tier of this Exhibit
33. A conviction related to fraud, theft, embezzlement, breach of fiduciary responsibility, or other financial misconduct involving a federal or state-funded program, excluding the disqualifying offense set forth in section 2913.46 of the Ohio Revised Code (illegal use of supplemental nutrition assistance program or women, infants, and children program benefits)
34. A violation of an existing or former municipal ordinance or law of this state or any other state, or the United States that is substantially equivalent to any of the offenses or violations described in this tier of this Exhibit.

### **TIER TWO (Ten-Year Exclusion):**

The Board shall not employ an applicant or continue to employ an employee for a period of ten years from the date the applicant or employee was fully discharged from imprisonment, probation, and parole, if the applicant or employee has been convicted of or pled guilty to any of the following sections of the Ohio Revised Code:

35. R.C. 2903.04 Involuntary Manslaughter
36. R.C. 2903.041 Reckless Homicide
37. R.C. 2905.04 Child stealing (as it existed prior to July 1, 1996)
38. R.C. 2905.05 Criminal child enticement
39. R.C. 2905.11 Extortion
40. R.C. 2907.21 Compelling prostitution
41. R.C. 2907.22 Promoting prostitution
42. R.C. 2907.23 Enticement or solicitation to patronize a prostitute; procurement of a prostitute for another
43. R.C. 2909.02 Aggravated Arson
44. R.C. 2903.03 Arson
45. R.C. 2911.01 Aggravated Robbery
46. R.C. 2911.11 Aggravated Burglary
47. R.C. 2913.46 Illegal use of supplemental nutrition assistance program or women, infants, and children program benefits
48. R.C. 2913.48 Workers Compensation fraud
49. R.C. 2913.49 Identity Fraud
50. R.C. 2917.02 Aggravated Riot
51. R.C. 2923.12 Carrying concealed weapon
52. R.C. 2923.122 Illegal conveyance, possession of a deadly weapon or dangerous ordnance in a school safety zone and illegal possession of an object indistinguishable from a firearm in a school safety zone

APPLICANT MUST INITIAL IN THE FOLLOWING SPACE

- 53. R.C. 2923.123 Megal conveyance, possession or control of a deadly weapon or dangerous ordnance into a courthouse
- 54. R.C. 2923.13 Having weapons while under disability
- 55. R.C. 2923.161 Improperly discharging a firearm at or into a habitation or school
- 56. R.C. 2923.162 Discharge of firearm on or near prohibited premises
- 57. R.C. 2923.21 Improperly furnishing firearms to a minor
- 58. R.C. 2923.32 Engaging in a pattern of corrupt activity
- 59. R.C. 2923.42 Participation in criminal gang activity
- 60. R.C. 2925.02 Corrupting another with drugs
- 61. R.C. 2925.03 Trafficking in drugs
- 62. R.C. 2925.04 Illegal manufacture of drugs or cultivation of marijuana
- 63. R.C. 2925.041 Illegal assembly or possession of chemicals for the manufacture of drugs
- 64. R.C. 3716.11 Placing harmful objects in food or confection
- 65. R.C. 2923.01 Conspiracy - when the underlying offense is any of the offenses or violations described in this tier of this Exhibit
- 66. R.C. 2923.02 Attempt - when the underlying offense is any of the offenses or violations described in this tier of this Exhibit
- 67. R.C. 2923.03 Complicity-when the underlying offense is any of the offenses or violations described in this tier of this Exhibit
- 68. A violation of an existing or former municipal ordinance or law of this state, or any other state, or the United States that is substantially equivalent to any of the offenses or violations described in this tier of this Exhibit

**TIER THREE (Seven Year Exclusion)**

The Board shall not employ an applicant or continue to employ an employee for a period of seven years from the date the applicant or employee was fully discharged from imprisonment, probation, and parole, if the applicant or employee has been convicted of or pled guilty to any of the following sections of the Ohio Revised Code:

- 69. R.C. 959.13 Cruelty to animals
- 70. R.C. 959.131 Prohibitions concerning companion animals
- 71. R.C. 2903.12 Aggravated Assault
- 72. R.C. 2903.21 Aggravated Menacing
- 73. R.C. 2903.211 Menacing by Stalking
- 74. R.C. 2905.12 Coercion
- 75. R.C. 2909.04 Disrupting Public Services
- 76. R.C. 2911.02 Robbery
- 77. R.C. 2911.12 Burglary
- 78. R.C. 2913.47 Insurance Fraud
- 79. R.C. 2917.01 Inciting to Violence
- 80. R.C. 2917.03 Riot
- 81. R.C. 2917.31 Inducing Panic
- 82. R.C. 2919.22 Endangering Children
- 83. R.C. 2919.25 Domestic Violence

APPLICANT MUST INITIAL IN THE FOLLOWING SPACE

- 84. R.C. 2921.03 Intimidation
- 85. R.C. 2921.11 Perjury
- 86. R.C. 2921.13 Falsification, falsification in theft offense, falsification to purchase firearm, or falsification to obtain a concealed handgun license
- 87. R.C. 2921.34 Escape
- 88. R.C. 2921.35 Aiding escape or resistance to lawful authority
- 89. R.C. 2921.36 Illegal conveyance of weapons, drugs, or other prohibited items into grounds of detention facility or institution
- 90. R.C. 2925.05 Funding of drugs or marijuana trafficking
- 91. R.C. 2925.06 Illegal administration or distribution of anabolic steroids
- 92. R.C. 2925.24 Tampering with drugs
- 93. R.C. 2927.12 Ethnic intimidation
- 94. R.C. 2923.01 Conspiracy -when the underlying offense is any of the offenses or violations described in this tier of this Exhibit
- 95. R.C. 2923.02 Attempt - when the underlying offense is any of the offenses or violations described in this tier of this Exhibit
- 96. R.C. 2923.03 Complicity - when the underlying offense is any of the offenses or violations described in this tier of this Exhibit
- 97. A violation of an existing or former municipal ordinance or law of this state, or any other state, or the United States that is substantially equivalent to any of the offenses or violations described in this tier of this Exhibit

**TIER FOUR (Five year exclusion)**

The Board shall not employ an applicant or continue to employ an employee for a period of five years from the date the applicant or employee was fully discharged from imprisonment, probation, and parole, if the applicant or employee has been convicted of or pled guilty to any of the following sections of the Ohio Revised Code:

- 98. R.C. 2903.13 Assault
- 99. R.C. 2903.22 Menacing
- 100.R.C. 2907.09 Public Indecency
- 101.R.C. 2907.24 Soliciting after a positive HIV test
- 102. R.C. 2907.25 Prostitution
- 103.R.C. 2907.33 Deception to obtain matter harmful to juveniles
- 104. R.C. 2911.13 Breaking and entering
- 105.R.C. 2913.02 Theft
- 106.R.C. 2913.03 Unauthorized use of a vehicle
- 107.R.C. 2913.04 Unauthorized use of property; computer, cable or telecommunication property
- 108.R.C. 2913.05 Telecommunications fraud
- 109.R.C. 2913.11 Passing bad checks
- 110.R.C. 2913.21 Misuse of credit cards
- 111.R.C. 2913.31 Forgery, forging identification cards
- 112.R.C. 2913.32 Criminal simulation
- 113.R.C. 2913.41 Defrauding a rental agency or hostelry

APPLICANT MUST INITIAL IN THE FOLLOWING SPACE

114.R.C. 2913.42	Tampering with records
115.R.C. 2913.43	Securing writings by deception
116.R.C. 2913.44	Personating an officer
117.R.C. 2913.441	Unlawful display of law enforcement emblem
118. R.C. 2913.45	Defrauding Creditors
119.R.C. 2913.51	Receiving stolen property
120.R.C. 2919.12	Unlawful Abortion
121.R.C. 2919.121	Unlawful Abortion upon a minor
122.R.C. 2919.123	Unlawful Distribution of an abortion-inducing drug
123.R.C. 2919.23	Interference with custody
124. R.C. 2919.24	Contributing to unruliness or delinquency of a child
125.R.C. 2921.12	Tampering with evidence
126.R.C. 2921.21	Compounding a crime
127.R.C. 2921.24	Disclosure of confidential information
128.R.C. 2921.32	Obstructing Justice
129.R.C. 2921.321	Assaulting/harassing a police dog, horse/service animal
130.R.C. 2921.51	Impersonation of peace officer
131. R.C. 2925.09	Illegal administration, dispensing, distribution, manufacture, possession, selling, or using any dangerous veterinary drug
132.R.C. 2925.11	Drug possession other than a minor drug possession offense
133.R.C. 2925.13	Permitting drug abuse
134.R.C. 2925.22	Deception to obtain a dangerous drug
135. R.C. 2925.23	Illegal processing of drug documents
136.R.C. 2925.36	Illegal dispensing of drug samples
137.R.C. 2925.55	Unlawful purchase of receipt of pseudoephedrine product
138.R.C. 2925.56	Unlawful sale of pseudoephedrine product
139.R.C. 2923.01	Conspiracy - when the underlying offense is any of the offenses or violations described in this tier of this Exhibit
140.R.C. 2923.02	Attempt - when the underlying offense is any of the offenses or violations described in this tier of this Exhibit
141. R.C. 2923.03	Complicity - when the underlying offense is any of the offenses or violations described in this tier of this Exhibit
142.	A violation of an existing or former municipal ordinance or law of this state or any other state, or the United States that is substantially equivalent to any of the offenses or violations described in this tier of this Exhibit

## **TIER FIVE (No Exclusion)**

The Board may employ an applicant or continue to employ an employee if the applicant or employee has been convicted of or pled guilty to any of the following sections of the Ohio Revised Code:

143.R.C. 2925.11	Drug possession that is minor drug possession offense
144.R.C. 2925.14	Illegal use or possession of drug paraphernalia

APPLICANT MUST INITIAL IN THE FOLLOWING SPACE

145.R.C. 2925.141      Illegal use or possession of marijuana drug paraphernalia

146.A violation of an existing or former municipal ordinance or law of this state, or any other state, or the United States that is substantially equivalent to any of the offenses or violations described in this tier of this Exhibit

APPLICANT MUST INITIAL IN THE FOLLOWING SPACE