

# MADISON COUNTY, VIRGINIA PERSONNEL POLICIES MANUAL

<b>OTHER PRE-EMPLOYMENT MATTERS</b>			
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<b>POLICY NO.</b>	2.8	<b>EFFECTIVE:</b>	01/02/2024
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- A. Deputy sheriffs shall be required to undergo a criminal history investigation, as set forth in Va. Code 15.2-1705, whether or not the Board of Supervisors has enacted an ordinance.
- B. Federal Law prohibits anyone who has been convicted of a misdemeanor crime of domestic violence from possessing any firearm or ammunition. A Department head shall ascertain information about applicants' convictions for domestic violence before they are employed in any position that requires or authorizes the carrying of a firearm.
- C. Medical exams. Pre-employment medical inquiries and examinations may be conducted only in accordance with the federal Americans with Disabilities Act ("ADA"). Under the ADA such medical inquiries and examinations may be required only after all other factors have been evaluated and a conditional offer of employment has been made.
- D. Deputy sheriffs are required by Va. Code 15.2-1705 to undergo a physical examination, subsequent to a conditional offer of employment.