


POLICY 128.1	HIRING POLICE & DETENTION OFFICERS	
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	CFA STANDARDS: CHAPTERS 8 AND 9	REVIEWED: AS NEEDED THIS VERSION EFFECTIVE DATE: MAY 26, 2026

A. PURPOSE

The purpose of this policy is to guide management decisions on proper risk assessment throughout the hiring process, and to establish the various protocols, guidelines, and standards for selecting police and detention officers for employment with the Fort Lauderdale Police Department (FLPD).

B. POLICY

It is the policy of the FLPD to:

1. Maintain an efficient, diverse, and effective workforce by selecting qualified and capable candidates through a fair, proactive, and non-discriminatory selection process. The selection standards utilized shall be job-related, uniformly applied and provide equal opportunity for all candidates and employees without regard to race, color, national origin, sex (including pregnancy and related conditions, gender identity, and sexual orientation), age, disability, genetic information, or religion.
2. In pursuit of this goal, selections for employment will be made using a “better qualified applicant” (BQA) standard: when comparing applicants who meet minimum qualifications, preference will be given to the candidate whose skills, experience, and demonstrated performance most closely align with the needs of the position and the agency’s strategic objectives. Consistent with this standard, assessments of candidate suitability will include an evaluation of moral character where such attributes are relevant to job duties.
3. When authorized by the Chief of Police, provide a hiring bonus to newly hired certified and certifiable police officer candidates.
4. The Chief of Police will retain the authority, within established rules, regulations, and guidelines, to amend any portion of the hiring process.
5. The Chief of Police will retain final authority to hire, after careful consideration and recommendation of the Hiring Committee.

C. OBJECTIVES OF THIS POLICY

To define employment qualifications, establish selection procedures, and outline eligibility requirements for the Police Officer Referral Bonus Program, when authorized.

D. RESPONSIBILITIES

1. The City of Fort Lauderdale Human Resources Division (HR) or designee is responsible for:
 - a. Reviewing employment applications and ensuring that applicants meet the minimum qualifications for the position of police officer and detention officer with the Fort Lauderdale Police Department. Because application screening is a critical component of the recruiting program and because timeliness is critical for hiring purposes, the Background Investigations Unit (BIU) Sergeant or designee will assist with application screening.
 - b. Maintaining a computerized applicant tracking system that documents each application selected for processing throughout the selection process. This system shall identify the stages each applicant successfully completes or fails in the selection process.
 - c. Establishing and maintaining eligibility lists for the position of police and detention officers that are certified by HR.
2. The BIU Sergeant is responsible for:
 - a. Identifying those applicants that have been removed from the selection process and document the reason(s) for removal in the applicant's file. The BIU Sergeant will ensure the reason(s) for removal is forwarded to HR or designee.
 - b. Ensuring that a file is created on each applicant processed by the BIU and that the completed application and supporting documents are maintained according to the Florida Records Retention Schedules, and § 943.133, Florida Statutes.
3. The Hiring Committee:
 - a. The Hiring Committee, which is composed of ranking members of the Professional Development Bureau, is responsible for reviewing Applicant Review Forms (ARF) to evaluate for omissions, or discrepancies discovered during the application process or background phases, to determine suitability for employment.
 - (1). The Assistant Chief of the Professional Development Bureau has the authority to modify the Hiring Committee's membership at their discretion or as directed by the Chief of Police.
 - b. Upon successful completion of the background phase, the Hiring Committee submits its findings to the Chief of Police.

E. BASIC REQUIREMENTS/QUALIFICATIONS FOR EMPLOYMENT

1. The Police Department has adopted the Florida Criminal Justice Standards and Training Commission minimum requirements; however, some standards have been increased to meet the needs of the agency.
2. The City of Fort Lauderdale's minimum standards for police and detention officer certification require that a candidate must:
 - a. Be at least 18 years of age for detention officer and 19 years of age for police officer upon application.
 - b. Be a United States citizen (U.S.- born or naturalized) upon application.
 - c. Be a high school graduate or equivalent (verifiable by evidence that the candidate is a high school graduate or its equivalent pursuant to Rule 11B-27.0021, F.A.C).
 - d. Must have, or be able to obtain, a valid Florida driver's license by date of hire.
3. Must not have been convicted of, pleaded guilty, or nolo contendere to any felony offense regardless of a withholding of adjudication or a suspended sentence.
4. Must not have been convicted of, pleaded guilty, or nolo contendere to any misdemeanor offense involving perjury, making a false statement, dating violence, stalking, or domestic/family violence (including abuse of the elderly or disabled), regardless of a withholding of adjudication or a suspended sentence.
5. Sealed or expunged records must be disclosed.
6. Must not be under criminal investigation or have criminal charges pending.
7. No previous illegal drug use, outside of experimentation with marijuana (any THC substance).
8. No use of marijuana (any THC substance) within one (1) year of application; regardless of whether it was medically prescribed, recommended, or dispensed when such is prohibited under federal law.
9. No illegal use of Adderall or steroids within five (5) years of application.
10. Never sold, transported, supplied, or delivered an illegal drug/controlled substance to anyone.
11. Never participated in the manufacture, distribution, or transportation of illegal drugs/controlled substances, or drug money.
12. Never received a dishonorable discharge from any branch of the Armed Forces of the United States. The Chief of Police or designee shall, on a case-by-case basis,

review uncharacterized discharges (i.e. General Discharge Under Honorable Conditions).

13. Must not have visible tattoos, branding, or scarification in the locations of the hands, fingers (except for wedding band), head, face, scalp or neck (above the collarbone).
14. Have been fingerprinted by the employing agency with prints processed by the FDLE and the FBI.
15. Be of good moral character. The Chief of Police or designee will exercise discretionary review, considering the nature, frequency, circumstances, and recency of issues that call into question an applicant's suitability for employment. Although the department maintains high ethical and integrity standards, this review ensures final decisions aligned with the needs of the community and Police Department.
16. Have completed an Affidavit of Applicant form CJSTC-68.
17. Have successfully completed the Florida Basic Recruit Training Program or FDLE equivalent.
18. Achieve a passing score on the State Officer Certification Examination.
19. Have successfully completed the Candidate Selection Process as stated in this policy.

F. MORAL CHARACTER

The Fort Lauderdale Police Department is responsible for conducting a thorough background investigation in an attempt to determine the moral character of an applicant pursuant to § 943.13(7), Florida Statutes. The Police Department standards for evaluating a candidate's moral character as defined by CJSTC and shall include, but shall not be limited to:

1. Any failure to disclose contact within the criminal justice system, including arrests (regardless of the final disposition) or designations as a victim, witness, or other-involved party.
2. The exhibition of anti-social behavior.
3. A history of poor work performance, including discharges, terminations, or disciplinary actions within the past five (5) years, or an unstable work history.
4. Military service reflects poor performance.
5. The existence of open Internal Affairs cases, criminal cases, or investigations by the FDLE (or similar out-of-state bodies).

6. Any pending civil litigation related to the applicant's prior employment as a law enforcement officer.
7. Any history of sexual abuse, sexual harassment, sexual assault, workplace discrimination, or workplace violence.
8. Any discriminatory, intimidating, or bias-motivated behavior.
9. Any affiliations found through checks that determine whether a candidate has ever been a member of, or associated with, or supported any gang or extremist organization.
10. Any behavior construed as irresponsible or that bring discredit upon the applicant or the Police Department.

G. DRUG POLICY

The unlawful use of any controlled substances, as designated by Florida State Statutes and/or federal law, by an applicant shall be reviewed by police management to determine if the applicant is considered to be of good moral character. This determination shall be made based on all relevant facts, including the type of controlled substance used, the date of the last use, the frequency of use, and the age of the applicant at the time of use.

1. Following a management review of all relevant facts, applicants who fail to meet the department's past drug use standards will be classified as either Permanently Disqualified (DQ) or Failed Background (FB).
 - a. A DQ rating permanently bars the applicant from applying for future police and/or detention officer positions.
 - b. An FB rating allows the applicant to reapply as a police and/or detention officer one (1) year and one (1) day after their eligibility expires.
2. If any of the following are indicated, it shall result in an automatic DQ:
 - a. Other than marijuana, Adderall XR or Mydayis, any past use of a Schedule I or Schedule II drug as defined by the U.S. Drug Enforcement Administration, used in an illegal or recreational manner will result in an automatic DQ.

NOTE: Use of marijuana within one (1) year of application will result in an FB that allows an applicant to reapply in one (1) year and one (1) day. No exception to existing standards shall be provided for marijuana, or its derivatives containing Tetrahydrocannabinol (THC), as a drug or substance that is prescribed, recommended, or dispensed for medical purposes, when such is prohibited under federal law. Use of non-prescribed Adderall XR or Mydayis within five (5) years of application will result in an FB, allowing the applicant to reapply in one (1) year and one (1) day.

- b. Any use of illegal drugs while employed by a police or corrections agency.

- c. Past sale or manufacture of any illegal drug as defined by Florida State Statutes or federal law will result in an automatic DQ.
3. If any of the following are indicated, it will result in an automatic FB:
 - a. Abuse of any prescription drug within five (5) years of application.
 - b. Any more than experimental use of steroids not prescribed by a doctor for a medical condition and not within five (5) years of application.
 - c. Marijuana, or any use of products containing THC, whether it is used medically or recreationally, within one (1) year of application, as long as it remains a violation of the Federal Controlled Substances Act.
 - d. The Professional Development Bureau Assistant Chief may grant an exemption to illegal drug use by the applicant based on a totality of the circumstances.

H. ARREST HISTORY

1. Not have been convicted of any felony; regardless of whether they received a suspended sentence or withholding of adjudication (verifiable by evidence that an applicant's fingerprints have been processed by the FBI or FDLE, if identified as a single state offender or multi-state offender, pursuant to Rule 11B-27.00211, F.A.C.).
2. Must not have been convicted of a misdemeanor involving perjury, false statement, theft, dating violence, stalking, or domestic violence, elderly abuse or disabled abuse; regardless of whether they received a suspended sentence, a withholding of adjudication, or pleaded to a lesser included offense.
3. Not have been convicted of any bias-motivated crime including harassment or intimidation of a person or group because of that person's or group's actual or perceived race, color, ancestry, national origin, religion, creed, age, gender variance or identity, sexual orientation, or physical or mental disability; regardless of whether they received a suspended sentence, a withholding of adjudication, or pleaded to a lesser included offense.
4. If the offense(s) above were committed as a juvenile, those circumstances are to be reviewed on a case-by-case basis by the Chief of Police or his/her designee.

I. DRIVING HISTORY

The present driving history standards of the Police Department prevent an applicant from being considered for employment if any of the following are indicated:

1. Accumulation of eight (8) points or more within the past 60 months.
2. Suspension of driver's license within the past 60 months (non-traffic, administrative, financial obligation, and traffic infraction detector suspensions, shall be reviewed on a case-by-case basis).

3. Four (4) or more moving violations within the past 60 months (regardless of adjudication withheld).
4. Accumulation of more than one (1) moving violation in the six (6) months prior to application.
5. Must not have any outstanding traffic warrants or pending citations.
6. Conviction or case pending for DUI, DWI, or Hit and Run (leaving the scene of an accident) or Boating Under the Influence (BUI) within the last five (5) years; regardless of whether they received a suspended sentence, a withholding of adjudication, or pleaded to a lesser included offense.
7. Any significant negative driving history, which shall be determined by management review of all relevant facts

J. TATTOO POLICY

The tattoo standards of the Police Department prevent an applicant from being considered for employment if any of the following are indicated:

1. Are of a nature to bring discredit upon the Police Department. Examples include, but are not limited to, drug-related, gang-related, extremist, obscene, indecent, sexist, or racist.
2. Depict intolerance or discrimination against any race, religion, gender, national origin, sexual orientation, or gender identification.
3. Pursuant to the Police Department Policy 117.1, department personnel are permitted to have visible tattoos on the arms and legs only. Tattoos are not permitted on the hands, fingers (except for a wedding band), head, face, scalp, or neck (above the collarbone).
4. No tongue splitting, unnatural contact lenses, gauging or increasing of the ear lobes, or other body modifications outside of those medically necessitated by illness, deformity, or injury when performed by a licensed medical professional.
5. Any other tattoo, branding, or scarification will be evaluated on a case-by-case basis.

K. VISION REQUIREMENTS

1. Applicants must be free from color blindness and have no permanent abnormality of either eye.
2. Applicants must have at least 20/100 vision in each eye without correction (glasses or contacts) and must have 20/30 vision in each eye with correction.
 - a. Successful long-term soft contact lens wearers shall not be subject to the uncorrected criteria. Lens wearers require a letter from an optometrist or

ophthalmologist stating that they have been successfully wearing soft contact lenses successfully for more than two (2) months.

- b. An applicant who has undergone radial keratotomy or laser surgery, may not be examined until six (6) weeks have elapsed from their last surgical procedure and must at that time meet the above stated vision requirements.

L. CANDIDATE SELECTION PROCESS

1. Application Process

- a. Applicants interested in employment with the City of Fort Lauderdale must complete an online application through the HR online hiring software that works in conjunction with GovernmentJobs.com.
- b. Applications and questionnaires will be pre-screened by HR, the Background Investigations Unit, and/or their designee to determine if the applications are complete, neat, correct, and to determine if there is disqualifying information, spelling, and/or grammatical errors contained in the application.
- c. With the exception of disqualified applicants, an applicant who is unsuccessful in the process due to a failed background is not eligible to reapply for one (1) year and one (1) day, after the date of removal from the eligibility list. An applicant who expires from the list may reapply one (1) day after they have expired from the list.
- d. Incomplete applications and the applications of those who fail to meet the minimum state and/or Fort Lauderdale Police Department hiring standards will be removed from the process and sent notice by HR. Candidates will be able to resubmit an application during a subsequent position posting.
- e. Once the application is pre-screened and deemed acceptable, the applicant will be sent information about the testing process, including the time, date, and location of the available appointments.
- f. Applicants will be designated as candidates for employment upon successful completion of the testing process and placement on an eligibility list.

2. Basic Abilities Test (BAT)

- a. Only non-certified police and detention officer applicants are required to take the Basic Abilities Test (BAT). There is a discipline-specific test for police and detention roles, and applicants must submit the required results. Non-certified applicants must submit a passing test score.

- b. Applicants may take the test at any Florida state regional testing center. These testing centers are listed on www.flpd.gov, at the recruiting office, and at the BC/IPS. However, the regional testing center must have administered the same examination as the Criminal Justice Testing Center at BC/IPS.
 - c. The written portion of the BAT covers topics such as reading comprehension and written expression, inductive and deductive reasoning, information ordering, and visualization. The BAT study guide is on file in the reference section in all branches of the Broward County Library System and other locations.
 - d. The City of Fort Lauderdale will accept a BAT passing score for four (4) years from the date an applicant has taken the examination.
 - e. As of July 1, 2022, section 943.17(1)(g) states that any candidate wishing to enter a law enforcement academy that either (i) is a veteran as classified in section 1.01(14), F.S., or (ii) holds an associate degree or higher from an accredited college or university is not required to take the Law Enforcement Basic Abilities Test. Please note that veteran is defined as being honorably discharged from military service. No other discharge classifications qualify. Please note that this does not apply to candidates wishing to enter a corrections academy.
3. Physical Agility Test (PAT)
- a. BC/IPS will administer the PAT to all certified and non-certified applicants.
 - b. Applicants are responsible for all associated fees.
 - c. Agility test scores are good for six (6) months and must be submitted with the BAT scores and the application. For out-of-area applicants, residing outside of Broward, Miami-Dade, and Palm Beach counties), proof of successful completion of the PAT is not required with the application; however, applicants must complete all of these exams within 30 days of beginning the background investigation phase.
4. Oral Interview
- a. The oral interview is a formally structured process for both police and detention officer applicants. Police officer applicants appear before an interview panel consisting of at least one lieutenant or higher-ranking member of the Police Department, one sergeant or higher-ranking member of the Police Department and HR representative. Detention officer applicants appear before an interview panel consisting of two (2) detention corporals and an HR representative. All applicants will be evaluated in seven (7) categories or dimensions.
 - (1). Command presence

- (2). Integrity
 - (3). Initiative/interest
 - (4). Communicative ability
 - (5). Tolerance for stress
 - (6). Judgment/decisiveness
 - (7). Emotional intelligence/diplomacy
- b. All applicants must achieve a minimum cumulative score of 80 to successfully pass the interview phase. Police officer applicants are rated on a 1 to 5 scale, and detention officer candidates on a 1-3 scale per dimension. Applicants who fail to meet the minimum score will be classified as a Failed Oral Interview (FO) and are not eligible to reapply for the for one (1) year and one (1) day from the date of application.
 - c. Applicants are required to provide a writing sample during the oral interview phase. This exercise is not a pass/fail component but is used to assess the applicant's ability to communicate effectively in writing. Once implemented, this requirement must remain active for all applicants throughout that specific hiring campaign to ensure evaluative consistency.
 - d. The oral board may pass, fail, or disqualify applicants, based on the targeted selection interview process as outlined in this policy. Applicants who are disqualified in the oral board phase are ineligible to reapply for the position of police or detention officer.
 - e. The final oral interview grade accounts for 100% of the applicant's overall score prior to the inclusion of the veteran's preference points or any other discretionary points afforded by the Chief of Police or designee.
 - f. For applicants who fail three (3) or more oral board examinations, upon the submission of a new application for employment, the Professional Development Bureau Assistant Chief shall review all relevant facts to determine whether the applicant will continue in the hiring process
 - g. Applicants who notify the department in advance or after missing their oral board interview appointment and present a valid explanation within 72 hours may have their oral board rescheduled at the discretion of the Professional Development Bureau Assistant Chief or designee.
 - h. Applicants who fail to show for an oral board, without contacting the Police Department or presenting a valid explanation as determined by the Professional Development Bureau Assistant Chief or designee will be classified as a Did Not Show for Oral Board Appointment (DN) and ineligible to reapply for one (1) year and one (1) day.

- i. Any future no-shows for an oral board by the same applicant, without contacting the Police Department or presenting a valid explanation, will result in a permanent DQ.

5. Polygraph Examination

CJSTC recommends the use of a polygraph examination as part of an applicant's background investigation. The polygraph examination shall be viewed as a tool to assist management in proper risk assessment during the selection process. Should deception be indicated as a result of an initial polygraph, the number of specific polygraphs and the use of the results will be determined by the Professional Development Bureau Assistant Chief or his/her designee.

Applicants who fail to successfully complete the polygraph examination shall be classified as a Failed Polygraph Examination (FL) and ineligible to reapply for one (1) year and one (1) day from the time of designation.

6. Psychological Examination

- a. Applicants scoring a "Suitable/Acceptable" score will be considered for further processing.
- b. Only licensed professionals shall be used to assess the psychological fitness of applicants.
- c. Examinations administered during the Psychological Examination will be determined by the pre-employment Police Psychologist vendor(s) with the goal of providing a clear psychological profile of the applicant to determine their suitability for the position of police or detention officer. Further, there is a reasonable expectation that the tests administered by psychologists may routinely change as the science in this field evolves. Revisions of the test or instrument schedule, inclusive of increasing the acceptable scoring threshold, will be completed in consultation with the Professional Development Bureau Assistant Chief.
- d. Applicants who score an "Unsuitable" rating shall be classified as a Failed Psychological Examination (FP) and may reapply one (1) year and one (1) day after the date of the psychological examination.
- e. Applicants who have been evaluated by the FLPD's current Police Psychological vendor(s) within one (1) year of their application date and were deemed "Unsuitable" (or its equivalent) for another agency, shall be referred to the Professional Development Bureau Assistant Chief, or their designee, for formal review.

7. Eligibility List

- a. HR is tasked with compiling an eligibility list separately for certified and non-certified police officer candidates. The list remains valid for six (6) months for each test administered.
- b. HR is tasked with compiling an eligibility list separately for certified and non-certified detention officer candidates. The list remains valid for six (6) months for each test administered.
- c. As candidates from new tests are processed, their names are merged into the existing eligibility list according to their final score. The testing process is inclusive of the successful completion of a polygraph examination and psychological screening.
- d. The eligibility list is forwarded to the Police Department's Background Investigations Unit to begin background investigations on the candidates in accordance with City Personnel Rules.

8. Background Investigation

- a. Background investigations will be conducted by police department personnel who have received training in conducting background investigations, specifically, an FDLE-certified course of instruction given at the Broward Police Academy or its equivalent.
- b. Florida CJSTC Rule 11B-27.0022 (Background Investigations) requires police agencies to conduct background investigations on candidates applying for employment as a sworn police or detention officer to determine if they meet minimum State qualifications for employment or appointment as specified in § 943.13, Florida Statute.
- c. The BUI will conduct investigations to ensure candidates meet City of Fort Lauderdale and Police Department requirements for employment.
- d. The focus of the investigation will include, but not be limited to verification of the following:
 - (1). Education and training information submitted on attendant applications, questionnaires, and forms associated with the hiring process.
 - (2). Previous employment, work history, and military record
 - (3). Driving history
 - (4). Arrest and conviction record
 - (5). Past or present use of drugs
 - (6). Credit
 - (7). Personal, neighbor, and business references

- e. Discrepancies found during the background investigation process may be grounds for an FB or DQ from the police or detention officer selection process.

9. Medical Examination

- a. § 943.13 (6), Florida Statute, mandates that all police and detention applicants, before being approved for hire, “have passed a physical examination by a licensed physician.” The City of Fort Lauderdale employs an approved medical contract vendor to conduct pre-employment medical examinations. Based on the results of the medical examination, the candidate will be rated in one (1) of five (5) categories.

- (1). Qualified

- (2). Temporary or Correctable Defect(s) not hindering immediate employment (defect(s) must be corrected within the specified time determined by the Occupational Health Nurse).

- (3). Temporary or Correctable Defect(s) which must be corrected prior to employment.

- (4). Not qualified but may be considered for medical waiver under the handicapped worker provisions of the medical standards.

- (5). Not qualified.

- b. Upon completion of the medical examination, the examining physician completes FDLE/CJSTC form 75 for submission as proof of the candidate’s passing/failing the required medical examination.

- c. Candidates must pass a 10-panel drug screen test pursuant to paragraph 11B-27.00225(2)(d), F.A.C.

10. File Review

During the application and background investigation phases of the hiring process, any violation of this policy, omissions, discrepancies, or information deemed to warrant further review shall be presented to the Hiring Committee in writing via an Applicant Review Form (ARF). The ARF will include all relevant and objective facts as known at the time of its submission. The candidate’s disposition shall be decided by the Hiring Committee and will result in one of the following findings:

- a. Failed Background (FB): An FB disposition is used where the facts and circumstances indicate that a candidate is currently unsuited for the position. The candidate may reapply as a police or detention officer one (1) year and one (1) day of the applicant’s eligibility expiration.

- b. Disqualified (DQ): A DQ disposition is used where the facts and circumstances are such that a candidate will never be suitable for the

position. The candidate is permanently barred from reapplying for the position of police or detention officer, with the default reapplication date set to 2099. Use of this disposition is at the discretion of the-Professional Development Bureau Assistant Chief or designee.

- c. Failed Psychological: Used to denote that a candidate has been rated “Unsuitable” by the FLPD’s current Police Psychological vendor(s). The candidate may reapply as a police or detention officer one (1) year and one (1) day of the applicant’s eligibility expiration.
- d. Continue Processing: Following a review of the facts and circumstances, the Hiring Committee or Director of Human Resources may authorize the continuation of the processing of a candidate’s application or background investigation. This disposition does not prevent the issuance of a subsequent ARF should it become necessary.
- e. Withdrawal: A candidate, through communication with the BIU and/or HR, may choose to withdraw from further consideration. The candidate can reapply for the same position six (6) months and one (1) day after their listed eligibility date. If they have not been placed on an eligibility list, the applicant may reapply at the start of a new job listing and is not prevented from immediately applying for any other open position.

11. Eligibility Guidelines and Procedure for the Police Officer Hiring Bonus Program

- a. The police officer candidate must meet the following requirements to be eligible for a hiring bonus under this policy:
 - (1) Must be a newly hired candidate (incoming officer). Newly hired candidates are those who have not previously been classified as a police officer with the City and have accepted a formal offer of employment during the active posting period for the hiring bonus.
 - (2) Only one hiring bonus will be paid per newly hired candidate.
 - (3) Any hiring bonus paid to a new hire is contingent upon the successful completion of the candidate’s probationary period and failure to remain employed through this duration will require full repayment of the bonus.
- b. Referral bonus will be paid as follows:
 - (1). In-state certified officer: Bonus paid upon hire.
 - (2). Out-of-state certified officer/ non-certified officer: Bonus paid upon successful completion of the Florida State Officer Certification Exam.
- c. Bonus Amount for Incoming Officers:

- (1) Newly hired non-certified police officers: \$5,000.00
- (2) Newly hired certified officers: \$7,500.00
- (3) The Chief of Police or designee reserves the right to modify or revoke bonus payments at any time.