

Pre-Employment Drug Use Guidelines

Sonoma County Sheriff's Office

Purpose

In order to maintain high standards for the entire Sonoma County law enforcement community, the following guidelines shall be used to determine an applicant's suitability for employment in light of their pre-employment (prior), illegal drug use.

It is important to note that this is a guideline only. Each candidate's suitability for employment should be thoroughly examined during the background and selection process. Any employment decision based on an applicant's prior drug use should be tempered with good judgment and common sense.

Policy

Prior to disqualifying any applicant whose profile falls within the provisions of this policy, the applicant shall be given the opportunity to present any and all evidence of mitigating facts which the applicant feels should be considered by the appointing authority. The appointing authority may consider, but is not limited to, the following:

1. The applicant has been convicted of a drug offense that is, or would be, a misdemeanor in the State of California. For the purpose of this guideline, drug diversion and/or probation shall constitute proof of the illegal act and similarly disqualify the applicant.
2. The applicant has been denied employment or terminated from a position as a result of a drug test or on-the-job illegal drug use.
3. The applicant's alcoholic beverage consumption is shown to impair his/her ability to perform in a satisfactory manner.
4. The applicant has manufactured, cultivated, or sold a controlled substance as an adult or juvenile.
5. The applicant has illegally used or possessed a controlled substance while employed by a public safety agency in **any** of the capacities mentioned above.
6. The applicant illegally used a hypodermic needle/syringe.
7. The applicant is not in compliance with the guidelines set forth in the Drug Matrix on page 2 of this document.
8. Any applicant who willfully and deliberately falsifies or provides misleading information regarding his/her prior or current drug use will be automatically disqualified from consideration. All drug use information will be verified through the background process, including a polygraph examination.
9. The disposition of any related criminal case (e.g. diversion, expungement, etc.)

SONOMA COUNTY SHERIFF'S OFFICE DRUG USE GUIDELINES

Substance	Minimum Years Since Last Use	Maximum Number of Times Used
Amphetamine	5	5
Methamphetamine	5	5
Cocaine	5	5
Crack Cocaine	5	5
CNS Depressants (Barbiturates)	5	5
Quaaludes	5	5
Heroin	5	5
Opiates (or Derivatives)	5	5
Methadone	5	5
LSD	5	5
Mushrooms (Psilocybin)	5	5
Mescaline/Peyote	5	5
Toluene or other solvents/inhalants	5	5
Nitrous Oxide	5	5
Amyl Nitrate	5	5
Synthetic Based Designer Drugs	5	5
PCP	5	5
Steroids	5	5

***The above matrix is a guideline only. Each applicant's drug use will be evaluated on a case-by-case basis. Applicants shall be given the opportunity to present any and all evidence of mitigating facts which they feel should be considered.**