



## **Marin County Sheriff's Office**

### **PRE-EMPLOYMENT DRUG USE GUIDELINES**

#### **Purpose:**

In order to maintain high standards for the Marin County Sheriff's Office, the following guidelines shall be used to determine an applicant's suitability for employment in the context of their pre-employment (prior) drug use.

It is important to note that this is a guideline only. Each candidate's suitability for employment will be thoroughly examined during the background and selection process. Pre-employment drug use should be carefully considered (as with) all other pre-employment behavior(s). All applicants are subject to final approval or rejection by the Sheriff.

#### **Policy:**

An applicant for any position with the Marin County Sheriff's Office is subject to disqualification if:

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 a juvenile.
5. The applicant has illegally used or possessed a controlled substance while employed by a public safety agency in any capacity.
6. The applicant is not in compliance with the guidelines set forth in the Drug Matrix.
7. The applicant illegally used a hypodermic needle/syringe.
8. The applicant willfully or deliberately falsifies or provides misleading information regarding his/her prior or current drug use will automatically be disqualified.
9. The applicant fails to satisfactorily complete an approved drug screening at the direction of the Marin County Sheriff's Office prior to the hire date.
10. If the applicant has ingested the following:

*Marijuana – (within 1 year)*  
*Hash or hash oil (within the past 3 years)*  
*Amphetamines (within the past 5 years)*  
*Cocaine powder (within the past 5 years)*  
*Crack cocaine*  
*CNS Barbiturates (within the past 5 years)*  
*Quaaludes (within the past 5 years)*  
*Heroin or other Opiates*

*Methadone*  
*Mushrooms (within the past 5 years)*  
*PCP*  
*Toluene or Inhalants or Solvents*  
*Amyl Nitrate (within the past 5 years)*  
*Synthetic / designer drugs (within the past 5 years)*  
*Steroids (within the past 5 years)*  
*LSD*

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