



County of Santa Cruz

Sheriff-Coroner

5200 Soquel Ave, Santa Cruz, CA 95062
(831) 454-7618 FAX: (831) 454-7608

Jim Hart
Sheriff-Coroner

Employment Disqualification Factors for Uniformed Personnel

1. Use of cannabis within six months of application for employment.
2. Unlawful use or possession of any unlawful drug within three years of application for employment.
3. Unlawful sales, distribution, manufacture, transportation of an unlawful drug.
4. Use of any unlawful drug during working hours or while employed in a job related to public safety or security.
5. Termination from employment or discharge from the military because of a drug test.
6. Conviction or commission of a felony.
7. Conviction or commission of a misdemeanor within the last three years involving conduct that would adversely impact the candidate's ability to perform as a law enforcement officer.
8. The conviction of a specified misdemeanor within the last ten years per California Penal Code 12021(c)(1).
9. Classification as a negligent operator under the Department of Motor Vehicles point count:
 - Four or more points in twelve months.
 - Six points in twenty-four months.
 - Eight points in thirty-six months.
10. A peace officer applicant who is the subject of a protective order or a temporary restraining order related to domestic violence or stalking (California Penal Code section 12021(g)(1) and US Code, Title 18, Part 1, Chapter 44, Section 922).

11. Conviction of a misdemeanor containing the elements of domestic violence (US Code, Title 18, Part 1, Chapter 44, Section 922(d)(9)).
12. Discharge from the armed services of the United States of America under dishonorable conditions (US Code, Title 18, Part 1, Chapter 44, Section 911(d)(6)).
13. Termination from a sworn position at a law enforcement agency.
14. Termination from any employment in the past three years for reasons that would adversely impact the candidate's ability to perform as a law enforcement officer.
15. Any incorrect representation, verbal misrepresentation or deletion of a material fact on an application, interview or background investigation.



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7/30/18
Date