



County of Santa Cruz

Sheriff-Coroner

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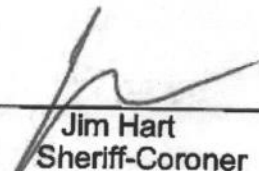
Jim Hart
Sheriff-Coroner

Employment Disqualification Factors for Uniformed Personnel

1. Unlawful use or possession of any unlawful drug within three years of application for employment.
2. Unlawful sales, distribution, manufacture, transportation of an unlawful drug.
3. Use of any unlawful drug during working hours or while employed in a job related to public safety or security.
4. Termination from employment or discharge from the military because of a drug test.
5. Conviction or commission of a felony.
6. 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.
7. The conviction of a specified misdemeanor within the last ten years per California Penal Code 12021(c)(1).
8. Classification as a negligent operator under the Department of Motor Vehicles point count:
 - a. Four or more points in twelve (12) months.
 - b. Six points in twenty-four (24) months.
 - c. Eight points in thirty-six (36) months.
9. A peace officer applicant who is the subject of a protective order or a temporary restraining order related to domestic violence or stalking
10. Conviction of a misdemeanor containing the elements of domestic violence.
11. Discharge from the armed services of the United States of America under dishonorable conditions.
12. Termination from a sworn position at a law enforcement agency.

13. 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.

14. Any incorrect representation, verbal misrepresentation or deletion of a material fact on an application, interview or background investigation.



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8/20/2019

Date