



County of Santa Cruz

Sheriff-Coroner

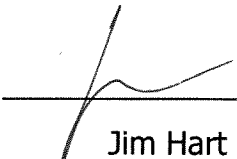
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Jim Hart
Sheriff-Coroner

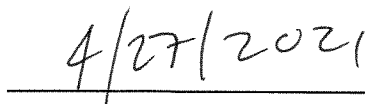
Employment Disqualification Factors for Civilian Personnel

1. Unlawful use or possession of any unlawful drug within two years of application for employment.
2. Unlawful sales, distribution, manufacture, transportation of an unlawful drug.
3. Use of any unlawful drug during work hours while employed at a job.
4. Termination from employment or discharge from the military because of a drug test.
5. Conviction or commission of a felony, i.e., 530.5 PC, 459 PC, 368 PC & Sex Crimes. Certain convictions will be considered on a case by case basis.
6. Conviction or commission of a misdemeanor within the last two years.
7. The conviction or specified misdemeanor within the last ten years per California Penal Code 29805(c).
8. Classification as a negligent operator under the Department of Motor Vehicles:
 - 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. An applicant who is the subject of a protective or temporary restraining order related to domestic violence or stalking.
10. Conviction of a misdemeanor containing the elements of domestic violence. Certain convictions will be considered on a case by case basis.

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 two years for reasons that would adversely impact the candidate's ability to perform as assigned.
14. Any incorrect representation, verbal misrepresentation or deletion of a material fact on an application, interview or background investigation.



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Date