



County of Santa Cruz

Sheriff-Coroner

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Sheriff-Coroner

BACKGROUND INVESTIGATIONS DISQUALIFIERS

The following is a list of factors for disqualification of applicants at any time during the application / testing process as related to the hiring of Sheriff's Office uniformed personnel.

Drug Related:

1. Use / Ingestion of Heroin, PCP or Crack Cocaine by any means.
2. Injection of any Illegal Central Nervous System Stimulant or Depressant.
3. Illegal use or possession of Marijuana or Marijuana based product within one (1) year prior to application for employment
4. Illegal use of Anabolic Steroids within two (2) years prior to application of employment.
5. Illegal use or possession of any other drug within five (5) years prior to application for employment.
6. Illegal sales, distribution, transportation, manufacture, or cultivation of an illegal drug.
7. Illegal use or possession of any drug during working hours, or at any time while employed in a job related to public safety.
8. Termination from employment or discharge from the military as a result of a drug test with the exception of marijuana or any marijuana based product.

General Disqualifiers Including Penal Code and Vehicle Code:

1. Conviction of a felony.
2. Commission of any felony involving any federal or state statute (whether or not the applicant was convicted of said felony).
3. The commission of a misdemeanor amounting to conduct which would reflect adversely on the candidate's ability to perform as a peace officer or correctional officer within the last three years.
4. The conviction of a misdemeanor within the last two years.
5. The conviction of a misdemeanor within the last ten (10) years per 12021(c)(1)p.c.
6. Classification as a negligent operator under the DMV's point count.
 - a. Four (4) or more points in twelve (12) months.
 - b. Six (6) points in twenty four (24) months.
 - c. Eight (8) points in thirty six (36) months.
7. A peace officer applicant who is subject to a protective order or a temporary restraining order related to domestic violence or stalking shall be disqualified. See 12021(g)(1) P.C. and US Code, Title 18, Part 1, Chapter 44, Section 922 for more information.
8. Conviction, at any time, of a misdemeanor containing the elements of domestic violence. See US Code, Title 18, Part 1, Chapter 44, Section 922(d)(9) for more information.
9. Discharge from the armed services of the United States of America under dishonorable conditions. See US Code, Title 18, Part 1, Chapter 44, Section 911(d)(6) for more information.
10. Any termination from a sworn position at a law enforcement agency.
11. Termination from any employment in the past three (3) years for reasons which are directly related the abilities and attributes necessary for law enforcement. Including, but not limited to unethical behavior and truthfulness.
12. Termination from any employment for any criminal acts including but not limited to theft or drug use.
13. Any pattern within the past two years of non-payment of debts which resulted in collection action against the candidate.
14. Any incorrect representation or deletion of a material fact on an application.

15. Any verbal misrepresentation or deletion of a fact material to a background investigation.

16. Any applicant with an active, confirmed warrant for his or her arrest.
 - a. If an applicant is found to be the subject of an arrest warrant, that applicant shall be arrested according to the arrest warrant.

17. Any applicant currently on either misdemeanor or felony probation.