South Sound 911 Hiring Standards

Drug Usage: *please refer to the below list for acceptable drug use*

- **Marijuana (THC)**: Candidates using marijuana (THC) while actively seeking employment may be disqualified from further consideration.
- **Any drugs taken by needle injecting** (to include, but not limited to; heroin, crack, methamphetamine. Excludes steroids)
- **Steroids**: Used within past 3 years (Note: use=1 shot, not a series)
- **All other controlled substances (aka cocaine, ecstasy, 'molly', mdma, 'shrooms, LSD, etc.)**: Includes 'huffing', prescription drug abuse, mushrooms or designer drugs, used within past 3 years.
- **All drug misuse, prescription or otherwise, will be reviewed on a case by case basis:** Purchasing, Pattern of Use, Type of Drug, etc.
- **No illegal cultivation, distribution, manufacturing, production, transportation** of any drug for profit or pattern of criminal behavior related to drug sales or consumption within the past;
    - 5 years for marijuana
    - 10 years all other drugs

Background Unit Policies

An applicant may be removed from consideration if they become disqualified for the position. The categories used in the background disqualifications are listed below: these will be investigated on a case by case basis.

- **Anger Issues**
  Pattern of fighting, in workplace or socially. Pattern of insubordination.

- **Criminal Association**
  Maintain friendship or living with persons engaged in criminal activity.

- **Criminal Activity**
  The applicant has been convicted of any felony crime either as an adult or juvenile. The applicant has been convicted of a misdemeanor crime in the last 3 years.

- **Pattern of Criminal Behavior**
  Conviction of significant felony or misdemeanor(s) as a juvenile.
  Pattern of criminal arrest history (as a juvenile or adult), with most recent arrest occurring within 5 years of application.*

- **Domestic Violence Issues**
  Physical altercations with a family member, roommate, partner or significant other, regardless of whether it was reported to the police or not.

- **Deception**
  Withholding any information or providing inaccurate information. Reason for deception is irrelevant.

- **Judgement and Decision Making**
  Pattern of poor judgement or decision making.
  Violation of South Sound 911 Core Values: Integrity, Respect, Unity and Service.
  Not cooperating with the process, such as: incomplete and/or inaccurate Personal History Statement, failure to supply requested information to South Sound 911 Human Resources representative and/or Background Investigator.
  Failure to comply with a reasonable timeline set forth by Background Investigator.
  Unsatisfactory past work performance; Pattern of tardiness and/or pattern of excessive absence, numerous reprimands.

**date of completion of Public Safety Testing written test and submission of Personal History Statement*