

## 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. If used over 3 years ago, must not have been used over 4 times in last 10 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*