



City of Tacoma
Police Department

DRUG USAGE STANDARDS

It is common for candidates to have experimented with or casually used controlled substances/illegal drugs in their past. However, any use over the allowed standards may be **disqualifying**. Each category mentioned below includes **all derivatives** of these controlled substances.

DRUG-FREE WORKPLACE: Except for marijuana, each applicant must be drug-free for a minimum of (2) years before this application for all categories of the controlled substances listed below. *Any use within the two (2) year guideline may be reviewed on a case-by-case basis.*

Any illegal drug possession or usage after applying, while employed, or after being employed by a law enforcement agency (including military law enforcement) is **disqualifying**.

More than four (4) uses of any individual drug or a combination of drugs that exceeds eight (8) total usages may be disqualifying. Past drug usage will be confirmed by a background investigation and a polygraph examination.

Marijuana:

Usage while actively seeking employment as a Police Officer is **disqualifying**

Amphetamines:

No use for the last two (2) years.

Steroids (excludes those prescribed by a doctor):

No use for the last two (2) years.

Cocaine:

No use for the last two (2) years.

Hallucinogens:

No use for the last two (2) years.

Club Drugs (Ecstasy, Ketamine, GHB, and MDMA, including Rohypnol):

No use for the last two (2) years. (Unless possession was involuntary; applicant victimized).

Opiates (non-prescribed), Heroin, Morphine:

No use for the last two (2) years.

Sniffing Inhalants/Solvents:

No use for the last two (2) years.

Any other illegal drugs:

No use for the last two (2) years.

Any use of prescription medication prescribed to someone other than the applicant can be reviewed on a case-by-case basis.

Automatic Disqualifiers:

- **Manufacturing of any illegal drug**
- **Distribution/sales of an illegal substance for financial gain (includes delivery, trafficking)**
- **Administering any drug to another without their knowledge or consent (drugging)**

Note: While this list is not all-inclusive, use of **any** controlled substance not listed here will be considered on a case-by-case basis.


Assistant Chief Fred Scruggs Date 8/24/21



**City of Tacoma
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DRIVING STANDARDS

The following driving standards represent the maximum allowable traffic violations/convictions and must not exceed six (6) total points in the last 36 months. As part of the background investigation, each candidate's driving record will be obtained and reviewed.

Automatic Disqualification:

DUI/Negligent Driving 1st Degree (More than 1 conviction, no time limit)

Seven (7) Points:

DUI/Negligent Driving 1st Degree (Conviction) DUI/Negligent
Driving 1st Degree (Deferred or Reduced) Hit and Run
(Attended)
License Revocation/Suspension (Currently)
Reckless Driving (w/MVC)

Six (6) Points:

Reckless Driving (w/out MVC) Denied
Washington Driver's License Hit and
Run (Unattended)
Driving without Insurance

Four (4) Points:


License Suspension (Past Offense)
Negligent Driving 2nd Degree
Moving Violation (w/MVC)

Three (3) Points:

Speeding (More than 20 mph)

Two (2) Points:

Speeding (Equal or less than 20 mph)
Moving Violation (w/out MVC)
Non-moving Violations
FTA


Assistant Chief Fred Scruggs 8/24/21
Date

To create a safe and secure environment in which to live, work, and visit by working together with the community, enforcing the law in a fair and impartial manner; preserving the peace and order in our neighborhoods, and safeguarding our constitutional guarantees.



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HIRING STANDARDS

The following violation of standards **SHALL** be disqualifying:

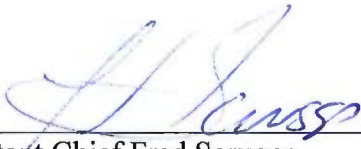
- ⇒ Adult Felony Convictions whether in Washington or any other state.
- ⇒ Juvenile Felony Convictions whether in Washington or any other state (within 60 months).
- ⇒ Conviction of a crime involving Moral Turpitude, Theft, Fraud, Perjury/Dishonesty, or cheating of any sort.
- ⇒ Applicants with a History of Violence will not be hired – Any applicant considered for employment with a history of committing violence such as domestic violence, child abuse, elder abuse, stalking, animal cruelty or sexual assaults will not be hired.
- ⇒ Conviction of any crime since beginning the testing process to be a Law Enforcement Officer.
- ⇒ Any disclosure that the applicant used the internet as an adult (18 years of age or older) to intentionally search for and access images or videos depicting minors engaged in sexually explicit conduct.
- ⇒ Dishonorable discharge from any branch of the Military.
- ⇒ Actively lying to investigators.
- ⇒ Deliberately withholding/providing misleading information.

The following disclosures **MAY** be disqualifying activities (these standards will require more in-depth investigation to put them into proper context and shall be discussed with direct supervisor):

- ⇒ Pattern of physical fighting in the workplace or socially.
- ⇒ Pattern of insubordination.
- ⇒ Maintaining friendships/living with individuals engaged in criminal activity.
- ⇒ Minimizing events.
- ⇒ Juvenile DV offenses.
- ⇒ Misdemeanor crime conviction whether in Washington or any other state (within 24 months).
- ⇒ Refusal to allow viewing of social network history in the presence of investigator.
- ⇒ A pattern of irresponsibility or poor decisions, which may jeopardize the public trust in the law enforcement profession. These include: Multiple personal bankruptcies and/or having current financial obligations for which legal obligations have not been satisfied; failure to exercise fiscal responsibility commensurate with income or any other flagrant history of financial instability. Applicant fails to meet obligations (for example, auto

insurance, auto registration, selective service registration, IRS requirements, or child support obligations). Applicant does not accept responsibility for actions and mistakes; routinely makes excuses or blames others for own shortcomings; or minimizes the importance of past mistakes or errors and/or refuses to accept responsibility for mistakes or improper actions. Applicant shows a pattern of lack of orderliness, thoroughness and attention to detail.

- ⇒ Disclosure of criminal behavior or any questionable behavior which does not meet the “Shall” disqualifiers above. These disclosures will be examined individually based upon the totality of disclosures (what type of crime or behavior committed, effects on victim); frequency in which it was committed; and time since the last commission.


Assistant Chief Fred Scruggs


Date