

G. Salisbury Police Department Drug Use Policy:

a) Identification of present use and/or addiction to any illicit drug (cocaine, PCP, marijuana, LSD, etc.) by an applicant will be grounds for permanent rejection. Should the use of a substance identified be supported by the proper medical documentation, the completed investigation will be forwarded to the city physician for evaluation and recommendation. The purpose of this evaluation shall be to ensure the substance, although properly obtained, is not subject to abuse and/or the individual is medically fit to fill the assigned position.

b) Evidence demonstrating repeated use of any drug or chemical substance, e.g., marijuana, alcohol, etc., with such frequency that it appears the individual has or had accepted the use and/or reliance upon the substance as a part of a pattern of behavior, shall be reason for permanent rejection.

c) Opiates: There will be no exceptions for any use of heroin or opium. Opiates in this form have no medicinal use, are typically related to a criminal atmosphere and are not usually a drug of first use. Other opiates, e.g. morphine, codeine, etc., having medicinal value, may be considered in the context of their application. Where these drugs are abused, e.g., in experimentation situations, taken without proper authorization, illegally obtained, etc., the limits for experimentation are:

- i. One time ingestion (lifetime) (no intravenous applications);
- ii. Three year period of abstinence prior to application; and
- iii. Must submit to additional psychiatric/psychological evaluation

d) Depressants: (barbiturates, benzodiazepines, methaqualone, etc.) Drugs of this class have a medical use and are readily available, legally and illegally. Where these drugs are abused, the limits for experimentation are:

- i. Two ingestions (lifetime) – (No exceptions will be made for any intravenous applications);
- ii. Three year period of abstinence prior to application; and
- iii. May be required to submit to additional psychiatric/psychological evaluation

e) Stimulants: (amphetamines, methamphetamines, etc.) Drugs of this class have a medical use and are readily available – legally and illegally. Where these drugs are abused, the limits for experimentation are:

- i. Two ingestions (lifetime) – (No exceptions will be made for any intravenous applications);
- ii. Three year period of abstinence prior to application; and
- iii. May be required to submit to additional psychiatric/psychological evaluation

f) Cocaine: Cocaine may be used medically as a local, topical anesthetic; however, the predominate use of cocaine is in abuse situations. No exemptions for experimentation are to be made. Permanent rejection.

g) Hallucinogenic: (LSD, PCP, Mescaline, Metabolites) these drugs have no medicinal value. Because of the research concerning the residual side effects from even small quantities of these drugs, no exemptions for experimentation are to be made for any use – permanent rejection.

h) Inhalants – (solvents, glue, paint, aerosols, and amyl nitrates) inhalants have no medicinal value. Documented medical information identifies significant medical complications associated with the use of small quantities of inhalants.

- i. Two ingestions (lifetime);
- ii. Three year period of abstinence prior to application; and
- iii. May be required to submit to additional psychiatric/psychological evaluation

i) Cannabis: (Marijuana, Hashish, any substance containing THC) Prevailing attitudes, availability, and the lack of significant conclusive evidence supporting health or psychological hazards contributes to the wide spread use of this substance.

- i. Three year period of abstinence prior to application; and
- ii. May be required to submit to psychiatric/psychological evaluation

j) NOTE: Ingestion is a single application, e.g., one marijuana cigarette, one dosage of pills, liquid, etc. Indications of cross experimentation, while meeting individual drug exemption criteria, will require, in all cases, participation in psychological evaluation. All periods of abstinence must be positively verified by polygraph examination or a Computer Voice Stress Analyzer (CVSA). Results of psychiatric/psychological evaluation must support a negative propensity toward drug abuse and a lack of residual side effects associated with drug use. Cross experimentation indicating experimentation with more than two controlled dangerous substances will result in permanent rejection.

k) An applicant having been permanently rejected has no reapplication right. An application will not be accepted from any individual who has been previously rejected on two occasions for substance abuse. Reapplication will be accepted if:

- i. If any individual has abstained from usage for the period specified; and
- ii. The indicated frequency requirements are met.

l) Information demonstrating a history of narcotic/drug use shall be evaluated by the City physician. At the discretion of the physician and the chief of police, the applicant may be given the opportunity to authorize release of any medical documentation pertinent to the investigation and agree to psychological and/or psychiatric evaluations selected by the physician and chief of police, the expense of which will be borne by the individual. All documentation will become part of the individual's pre-employment investigative file. At the conclusion of the investigation, the physician will make a recommendation as to the employability of the individual. Psychiatric/psychological evaluations required under this section are in addition to normal applicant psychological testing.