



## RiverCom Employment Requirements

Employees hired by RiverCom are subject to a high standard of legal, moral and ethical behavior. In order to be employed by RiverCom each applicant must pass a background investigation, psychological examination and medical to verify his or her ability to meet and uphold RiverCom standards. The following requirements serve as a guideline for applicants, but are not all-inclusive.

### Drug Use Disqualification Table

The drug disqualification table reflects RiverCom 911's standards for considering job applicants who have some history of illegal drug usage. The standards are based on the drug used, the frequency of use, and how recently the drug use occurred. This is intended as a general guide only, and is not a guarantee or promise of specific treatment in any particular situation.

WHEN USED	DRUG/ SUBSTANCE USED	FREQUENCY OF USE	RESULT
Used within last 12 months	Any illegal drug (Marijuana cannot be regarded as legal until federal law regards it as legal)	Any use.....	Disqualified
WHEN USED	DRUG/ SUBSTANCE USED	FREQUENCY OF USE	RESULT
Used within 1 to 3 years ago	Marijuana	Seldom or Occasional Use.....	Considered
		Frequent use or Dealing.....	Disqualified
	Any other Illegal Drug	Any use.....	Disqualified
WHEN USED	DRUG/ SUBSTANCE USED	FREQUENCY OF USE	RESULT
Used within 3 to 7 years ago	Marijuana	Seldom or Occasional Use.....	Acceptable
		Frequent use	Considered
		Dealing	Disqualified
	Steroids, Prescription Drugs*, Speed, Cocaine, or any Other Illegal Drug	Seldom or Occasional Use.....	Considered
		Frequent use or Dealing.....	Disqualified
Heroin, PCP, LSD, Methamphetamine	Any use.....	Disqualified	
WHEN USED	DRUG/ SUBSTANCE USED	FREQUENCY OF USE	RESULT
Used 7 years ago or longer	Marijuana	Seldom, Occasional or Frequent Use...	Acceptable
		Dealing.....	Considered
	Steroids, Prescription Drugs*, or any Other Illegal Drug	Any Use.....	Considered
		Seldom or Occasional Use.....	Considered
	Heroin, Cocaine, Speed, Methamphetamine	Frequent use or Dealing.....	Disqualified
		PCP, LSD	Any Use.....

*\*Prescription Drugs refer to abuse and/or fraudulent acquisitions of drugs prescribed by a physician.*



## RiverCom 911

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 Executive Director

FREQUENCY	DEFINITIONS
Seldom	Very limited "lifetime" use-generally 1 to 5 times total
Occasional	1 x per week or less. E.g. 52 uses in one year equal weekly use
Frequent	More than 1 x per week over a long period of time (months or years)
Dealing	Selling, transporting to sell, distributing

  

RESULT	DEFINITIONS
Acceptable	Applicant will not be disqualified for stated use
Considered	Applicant's drug history will be evaluated on case-by-case basis
Disqualified	Applicant will not be considered for employment

RiverCom 911 reserves the right to apply different standards, stricter, or more lenient or new standards based on the acts of individual situations and in the context of an applicant's overall background and suitability for employment with RiverCom 911. Nothing in this guide is intended to contravene Federal or State laws.

### **Violation Disqualifier**

*Applicants will **automatically be disqualified** for the following violations:*

- Convicted of a felony (or pled no contend ere to a felony charge), or any offense that would be a felony if committed
- Convicted of Reckless Driving, Driving Under the Influence, Driving after Suspended, or Revoked within preceding 5 years
- Convicted of any crime under domestic violence statute, been convicted of stalking or unlawful sexual misconduct
- Been previously employed as law enforcement or telecommunicator and has since committed or violated federal, state or city laws pertaining to criminal activity
- Committed any serious violation of Federal, State, City or County laws
- Lied during any stage of the hiring process
- Falsified his or her personal history questionnaire or application

*Applicants **may, upon review, be disqualified** for employment for the following violations:*

- Commission of a felony
- Incarceration after conviction for any crime
- Alcohol or substance misuse and/or abuse, other than above
- Debts – a demonstrated unwillingness to honor fiscal contracts or debts
- Has received other than an honorable discharge from the United States armed forces
- Received more than three traffic violations within the preceding 3 years; or received a reckless driving or driving after suspended/revoked violation within the proceeding 5 years
- Excessive traffic violations
- Involvement in more than one motor vehicle accident within the preceding 3 years for which the applicant received a traffic or criminal citation and was convicted, forfeited bail, or entered a plea of "guilty" or "nolo contendere."
- Any other conduct or pattern of conduct that would tend to disrupt, diminish, or otherwise jeopardize public trust