

**VOLUSIA COUNTY SHERIFF'S OFFICE  
SPECIAL RISK EMPLOYEE  
TOBACCO USAGE POLICY**

It is this organization's policy that individuals hired into special risk positions with Volusia County Sheriff's Office may not smoke or use any form of tobacco products at any time, whether on or off duty, as a condition of employment with Volusia County Government. This means that you must be nicotine-free by the time of your pre-employment county physical/drug exam, which follows an offer of employment and is a condition of hire. The drug test will include a screen for cotinine (a nicotine metabolite).

In addition to tobacco, nicotine is commercially available as the active ingredient in smoking replacement therapies, such as nicotine gum, transdermal patches and nasal sprays. If you currently use any tobacco product, or if you are engaged in a tobacco cessation program, you must be completely free of the use of any nicotine-containing products by the time of your County physical and drug screen forward.

Submission to drug screens for cotinine/nicotine products on a random and/or annual basis is mandatory. Violations of the tobacco usage policy will result in disciplinary action up to and including termination of employment.

I understand the conditions of employment as described above.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Printed Name