

Memorandum

TO: ALL DEPARTMENT PERSONNEL

FROM: Paul Joseph
Chief of Police

**SUBJECT: DUTY MANUAL ADDITION:
C 1413.5 – USE OF CANNABIS**

DATE: February 28, 2025

APPROVED

Memo #2025-002

BACKGROUND

Department policy requires Department members to be able to perform their scheduled duties unimpaired. No Department member shall report for duty, be on-duty, represent the Department in any capacity, or operate a vehicle owned or leased by the City while under the influence of any substance which impairs their mental or physical ability to perform their assigned duties.

ANALYSIS

The Duty Manual should be revised to reflect the changes described below. Additions are shown in *italics and underlined*. Deletions are shown in ~~strike through~~ form.

C 1413 **USE OF DRUGS:**
Revised 02-28-25

No Department member will use any illegal drug or narcotic. Any Department member who is under the influence of any substance which impairs the mental or physical ability of such member to perform assigned duties ~~will adhere to the procedure contained in Duty Manual section C 1412 – CONSUMPTION OF ALCOHOL. is~~ *subject to the City's Substance Abuse Program and Policy.* Unless done for legitimate law enforcement purposes (such as transporting and booking as evidence or for safe keeping), Department members are prohibited from possessing any illegal drug or narcotic on duty, ~~and off duty.~~ ~~Department members are also prohibited from using marijuana on duty and off duty.~~

~~Note: It is not a violation of this section for a Department member to be with a non-Department member who is lawfully in possession of marijuana under the Compassionate Use Act, the Adult Use of Marijuana Act (Proposition 64, or "AUMA"), or the Medicinal and Adult-Use Cannabis Regulation and Safety Act ("MAUCRSA"), as long as the Department member is not in physical possession of the marijuana themselves (e.g., Department member's civilian spouse lawfully possesses marijuana in the family residence or vehicle).~~

C 1413.5 **USE OF CANNABIS**
Added 02-28-25

While on duty, Department members are prohibited from using cannabis products. Any Department member who is under the influence of any substance which impairs the mental or physical ability of such member to perform assigned duties is subject to the City's Substance Abuse Program and Policy. Unless done for legitimate law enforcement purposes (such as transporting and booking as evidence or for safe keeping), Department members are prohibited from possessing cannabis products on duty.

ORDER

Effective immediately, all Department personnel shall adhere to the above Duty Manual section.



Paul Joseph
Chief of Police

PJ:PH