

SECTION 33. DRUG TESTING

In order to ensure a safe working environment for all employees and the safety of the public who come into contact with county government employees, there shall be no alcohol or un-prescribed controlled substance in the possession of any employee during business hours or while the employee is pursuing County business. No employee may appear for his/her work while under the influence of drugs or alcohol.

To insure a drug-free workplace the following drug policy is hereby adopted:

Pre-Employment Testing-At any time prior to hiring an applicant for employment with the County may be asked for a sample of blood, breath, urine, hair, or cheek cells by the hiring department for the purpose of testing for alcohol or substance of abuse. The hiring department will be responsible for having qualified persons collect and test said sample. The department requesting such sample will be responsible for payment of said testing.

The hiring department may use the applicant's response or test results in its hiring decision, but will otherwise not disclose the result of the test to third parties.

Random Testing-The department head may request a sample of blood, breath, urine, hair, or cheek cells for purpose of testing for alcohol or substances of abuse from any employee under his/her supervision, but only if that employee's job duties require that he/she carry a firearm, drive a County vehicle, handle money, or handle controlled substances within the course of employment. Such requests for a testable sample shall be made to all similarly situation employees or by a random lot.

Willful failure to provide a requested sample shall constitute insubordination.

Testing Upon Suspicion- When a department head has a reasonable suspicion based on reliable information or observable facts that an employee is impaired while at work and there is reason to believe that the impairment is caused by the use of alcohol or drugs, then said department head may request a testable sample of blood, breath, urine, hair or cheek cells. Such request must be made as soon as practicable after the reasonable suspicion has arisen.

Willful failure to provide a requested sample shall constitute insubordination.

In all instances the type of testable sample requested shall be the least intrusive available under all the circumstances.