



WASHINGTON COUNTY VOLUNTEER FIRE & RESCUE
ASSOCIATION STANDARDS MANUAL

Title: Drug and Alcohol Abuse Policy

Effective Date: 07/15/1996

Approval:07/15/1996

Number of Pages: 5

Revision Date(s):

Review without revision:

SOG Number: 1-3

TO RECOGNIZE THAT ALCOHOL AND DRUG ABUSE CAN CREATE SERIOUS PROBLEMS FOR THE FIRE AND EMS, THIER FAMILIES, THE WORKPLACE AND THE COMMUNITY AND KNOW NO BOUNDARIES OF AGE, RACE, SEX OR SOCOIECONOMIC STATUS AND THAT EFFORTS INIUST FOCUS ON TREATNMNT AND RESTORATION OF THE INDIVIDUAL TO A MEANINGFUL AND PRODUCTIVE LIFE.

THE PARTIES RECOGNIZE THAT A COOPERATIVE AND CONSTRUCTIVE EFFORT IS NEEDED TO OVERCOME THE IMPACT OF ALCOHOL AND DRUG ABUSE ON SAFETY, PRODUCTIVITY, QUALITY WORK AND MORALE, AND THAT SUCH A POLICY MUST APPLY TO ABUSES OF ALCOHOL AND CERTAIN PRESCRIBED MEDICINES, AS WELL AS ILLEGAL DRUGS....

THE WCVF&R ASSOC. HAVE NO TOLERANCE WHATSOEVER FOR DRUG PUSHERS AND PROVIDERS NOR THOSE PERSON WHO ARE IN CONTROL OF THESE ACTIVITIES NOR THOSE WHO KNOWINGLY ASSIST IN PERMITTING SUCH ACTIVITIES TO OCCUR BY ACTING AS COURIERS, DISPENSERS, BANKERS OR AS ANY OTHER KEY PARTICIPANT IN A DRUG TRAFFICKING OPERATION...



WASHINGTON COUNTY VOLUNTEER FIRE & RESCUE
ASSOCIATION STANDARDS MANUAL

Title: Drug and Alcohol Abuse Policy

Effective Date: 07/15/1996

Approval:07/15/1996

Number of Pages: 5

Revision Date(s):

Review without revision:

SOG Number: 1-3

IMPLEMENTING THESE GENERAL PRINCIPLES
THE DEPARTMENTS AGREE AS FOLLOWS:

APPLICANTS FOR MEMBERSHIP

ALL APPLICANTS WILL BE REQUIRED TO SUBMIT TO A CONTROLLED SUBSTANCE SCREENING TEST..ANY OFFER OF MEMBERSHIP WILL BE CONTINGENT UPON COMPLETING THE TEST TO THE COMPANY'S SATISFACTION..

- 1) YOU MUST HAVE A DRUG AND ALCOHOL TEST ANY TIME YOU HAVE A VEHICLE ACCIDENT. (VEHICLE ACCIDENT MEANS ANY TIME YOU TURN IN A INSURANCE REPORT FOR INSURANCE MONEY FOR DAMAGES TO ANYTHING) THE TEST WILL BE PAID BY THE COUNTY GOVT.
- 2) THE O.I.C. WILL TRANSPORT PERSONEL TO BE TESTED TO TESTING FACILITY..
- 3) RANDOM TESTING OF VOLUNTEERS OF FIRE/RESCUE PERSONEL WILL NOT BE DONE...
- 4) PRE-DRIVER QUALIFICATION MUST HAVE DRUG & ALCOHOL ABUSE TEST OFFICER OF DEPARTMENT TO TAKE PERSONEL FOR TESTING
- 5) PRE-MEMBERSHIP TESTING... OFFICER OF DEPARTMENT TO TAKE PERSONEL FOR TESTING....



WASHINGTON COUNTY VOLUNTEER FIRE & RESCUE
ASSOCIATION STANDARDS MANUAL

Title: Drug and Alcohol Abuse Policy

Effective Date: 07/15/1996

Approval:07/15/1996

Number of Pages: 5

Revision Date(s):

Review without revision:

SOG Number: 1-3

6) TEST RESULTS WILL BE KEPT LOCKED UP IN THE OFFICE OF THE COUNTY INSURANCE PERSON AND IS BY LAW, CONFIDENTIAL..THE RESULTS CANNOT BE USED IN CRIMINAL CASES AGAINST THE INDIVIDUAL

7) THE COUNTY AGREED TO ALLOW PERSONEL TESTING POSITIVE TO TAKE ADVANTAGE OF THE EMPLOYEE ASSISTANCE PROGRAM TO AID IN REHABILITATION. THE MEMBER WILL BE ALLOWED FIVE VISITS WITHOUT CHARGE. IF ADDITIONAL COUNSELING IS NEEDED, EAP COUNSELORS WILL REFER THE PATIENTS TO AN OUTSIDE SOURCE....

1ST OFFENSE

8) IF YOU TEST POSITIVE YOU WILL NOT BE ABLE TO DRIVE UNTIL YOU HAVE MADE FIVE VISITS TO THE REHABILITATION CLASSES...

2ND OFFENSE



WASHINGTON COUNTY VOLUNTEER FIRE & RESCUE
ASSOCIATION STANDARDS MANUAL

Title: Drug and Alcohol Abuse Policy

Effective Date: 07/15/1996

Approval: 07/15/1996

Number of Pages: 5

Revision Date(s):

Review without revision:

SOG Number: 1-3

-
- 9) SECOND OFFENSE A DRIVER MUST DO THE SAME AS THE FIRST OFFENSE PLUS HE CANNOT DRIVE FOR 6 MONTHS.

THIRD OFFENSE

- 10) DISMISSAL FROM THE *DRIVING LIST OF ANY EQUIPMENT IN THE COUNTY...*

PROPER MEDICAL AUTHORIZATION

- 11) SHALL BE DEFINED AS PRESCRIPTION OR OTHER WRITTEN APPROVAL FROM A LICENSED PRACTITIONER, PHYSICIAN OR DENTIST FOR THE USE OF A DRUG IN THE COURSE OF MEDICAL TREATMENT TO INCLUDE THE NAME OF THE SUBSTANCE, THE PERIOD OF AUTHORIZATION, AND WHETHER THE PRESCRIBED MEDICATION MAY IMPAIR JOB PERFORMANCE.. THIS REQUIREMENT ALSO APPLIES TO REFILLS OF PRESCRIBED DRUGS...
- 12) CONTROLLED SUBSTANCES: INCLUDING BUT NOT LIMITED TO..(MARIJUNANA THC METABOLITE, COCAINE, AMPHETAMINES, OPIATES, HEROIN, AND PHENCYCLIDINE PCP.....



WASHINGTON COUNTY VOLUNTEER FIRE & RESCUE
ASSOCIATION STANDARDS MANUAL

Title: Drug and Alcohol Abuse Policy

Effective Date: 07/15/1996

Approval:07/15/1996

Number of Pages: 5

Revision Date(s):

Review without revision:

SOG Number: 1-3

13) DRUG PARAPHERNALIA::: DANGEROUS OR
ILLEGAL DRUG/SUBSTANCE..

14) UNDER THE INFLUENCE::: POSES A THREAD TO THE
SAFETY OF OTHERS..

ALCOHOL

THE TEST LEVEL FOR ALCOHOL TO BE 0.02 PERCENT
VIA BREATH TEST

ILLEGAL DRUG/SUBSTANCE

ANY METABOLITE PF AN ILLEGAL DRUG FOUND IN
EITHER URINALYSIS OR BLOOD DRAW TESTING IS
CONSIDERED PRIMA-FACIE EVIDENCE OF DRUG
ABUSE.

15) PLEASE NOTE THAT THE POLICIES ALLOW FOR
AND ENCOURAGE TO VOLUNTARILY ADMIT TO AN
ALCOHOL-RELATED OR CHEMICAL DEPENDENCY
PROBLEM WITHOUT FEAR OF REPRISAL

16) THE PRESIDENT OR CHIEF OF THE DEPARTMENT
WILL BE TOLD IF THE MEMBER TEST POSITIVE BY
THE COUNTY INSURANCE PERSON.