

FALLS COUNTY DRUG AND ALCOHOL POLICY

1. **Drug and Alcohol-Free Workplace.** It is the policy of Falls County to try to maintain a workplace that is free from the effects of alcohol and drug abuse so that employees may work in a safe and healthy environment. Employees are prohibited from the use, sale, dispensing, distribution, possession, or manufacture of illegal drugs, narcotics, inhalants, alcoholic beverages, drug paraphernalia, or controlled substances on County premises and work sites, or while in County vehicles, or operating County equipment. Employees are prohibited from being under the influence of illegal drugs, narcotics, inhalants, alcoholic beverages, or other controlled substances during work hours. Furthermore, employees in certain safety or security-sensitive positions are prohibited from having levels of drugs or alcohol in their system above certain levels as specified by the applicable drug and alcohol testing program, department policy, or law.
2. **Discipline.** Employees violating this policy will be subject to disciplinary action up to and including dismissal from employment.
3. **Treatment.** Treatment for drug, alcohol, or substance abuse may be available according to the provisions of the employee's health plan. Employees should contact their primary care physicians, health insurance carrier, or the County Auditor's office for further information.
4. **Education.** Employees may contact the County Judge's office for assistance in obtaining educational materials related to drug, alcohol, or substance abuse.
5. **Testing.** The County may utilize drug, alcohol or substance abuse testing where appropriate as determined by the County. Law enforcement officers and Jail personnel may be subject to testing that is required by law or the Sheriff. Employees required to hold a commercial driver license are subject to testing in accordance with the policy of the County thereon and all applicable Department of Transportation regulations. It is the policy of the County that road and bridge employees who perform maintenance or repair on County trucks and heavy equipment, and road and bridge employees who operate motor driven equipment of the County, but are not required to hold a CDL, shall be subject to the same testing program as employees holding a CDL, shall submit to drug and alcohol testing, and shall be subject to the same consequences and discipline as an employee holding a CDL for a positive test.

All employees are subject to post-accident testing if the accident involved a vehicle or motor-driven equipment of the County.

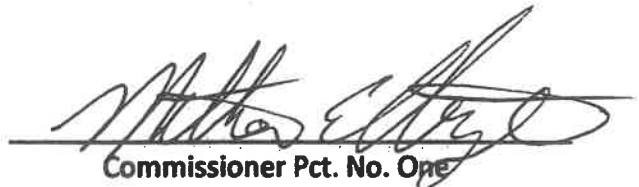
Testing may be periodic (announced or unannounced), random, based on reasonable suspicion, or post-accident.

Refusal to submit to testing, leaving work to avoid testing, or tampering with or falsifying a test sample, will result in disciplinary action being taken against the employee, up to and including discharge.

Signed and adopted this the 22nd day of March, 2021.



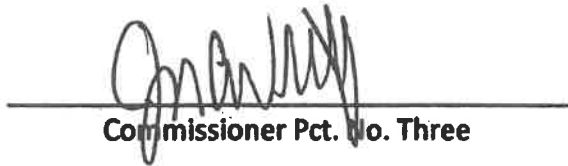
Falls County Judge



Commissioner Pct. No. One



Commissioner Pct. No. Two



Commissioner Pct. No. Three



Commissioner Pct. No. Four



Attest: Elizabeth Perez Falls County Clerk

