

POLICY NO. 23 (CONCERNING DRUG TESTING POLICY) (ADDITIONS TO D.O.T. LAW)

If any employee tests positive for drugs, the employee must enroll in a drug rehabilitation program recommended or approved by substance abuse professional that administers the County program.

After negative tests and completion of program, employee may return to work. Employee will be required to take drug tests by ~~means of blood or as required~~ <sup>any means deemed necessary</sup>. The tests will be done a minimum of 6 in a 6 month period. The cost of the tests will be paid by County.

A positive test at any time hereafter will result in immediate dismissal.

POLICY RECOMMENDED BY ENGINEER JAMES PENNINGTON, ASSISTANT ENGINEER DAN DAHLKE AND JEFF BROWN, ROAD & MAINTENANCE COORDINATOR DURING WORK SESSION OF ST. CLAIR COUNTY COMMISSION AT 8:00 A.M. NOVEMBER 26, 1996, AND UNANIMOUSLY ADOPTED BY COMMISSION DURING THE REGULAR MEETING ON NOVEMBER 26, 1996, AT 9:00 A.M.