



PUBLIC TRUST POLICY

In effect:

Authorized by:

PT-2 Illegal Drug Use and Alcohol Abuse

I. Purpose

Firefighters are not a disposable resource. We place a high value on the investment that both the department and the individual have made over time towards being a contributing member of this department. This is an investment that we feel should not be taken lightly by the department or the member.

In order to ensure the public trust in the capabilities of the membership of the Sam Bass Fire Department (SBFD), certain minimum standards must be in place upon which they can rely. This policy details the minimum requirements for participation and employment with the Sam Bass Fire Department as they relate to alcohol abuse and/or illegal use of drugs.

II. Policy

- A. It is the policy of SBFD that alcoholic beverages will not be utilized in any capacity on SBFD property.
- B. Assistance and treatment are the best ways for this department to address alcohol abuse or illegal drug use issues. However, the department must maintain a zero tolerance policy toward illegal drug use. This means that appropriate disciplinary action for illegal drug use is, in most cases, termination. All cases of impairment on duty because of alcohol or illegal drug use will result in immediate suspension with possible termination to follow depending on the circumstances.

The department will maintain a policy of taking appropriate disciplinary action against department members when illegal drug use or misconduct due to alcohol abuse surfaces as a result of legal action. Appropriate disciplinary action will be taken when the issue surfaces as a result of reasonable suspicion and subsequent drug/alcohol testing.

If, however, a department member voluntarily comes forward and admits to alcohol abuse or the use of illegal drugs and asks for assistance before legal action or reasonable suspicion testing occurs, the department will address it



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as a health issue. The department will then enter into an agreement with the member that identifies the department's role in helping the member make contact with an assistance agency and permitting the time and schedule adjustments for a treatment program. The department will not prescribe the treatment program, but will stipulate a follow-up monitoring program. In the agreement, the member will agree to complete the treatment program and to submit to the follow-up monitoring.