

SUBSTANCE ABUSE

A. General:

The PFD intends to ensure a safe and productive environment. Accordingly, this guideline prohibits being under the influence, use, possession, transportation, promotion, or sale of illegal drugs or drug paraphernalia, or otherwise legal but illicitly used substance, by anyone while on organization business or premises. This includes prescribed or over-the-counter drugs not being used for their intended or authorized purpose and abusive use of alcohol.

A. Testing:

Testing by urinalysis may be required of a member at any time. Immediate medical attention will be requested and testing may occur when factors such as physical appearance, behavior, or other circumstances give good faith reason to question whether the member may be impaired and whether substance abuse may be a factor. A member to be tested will be requested to agree to the test procedure and to the restricted release of test results. Failure to conform will result in immediate suspension pending an investigation.

If a member's test result is confirmed to be positive, it will be given consideration by the Command Staff in determining any discipline for the event or circumstances which led to the test. If continued in membership, the member will be required to cooperate with Department approved medical evaluation and prescribed treatment. The member may also be required to participate in follow-up activities that may include further evaluation, treatment and/or counseling. Additionally, the member will be subject to unannounced substance abuse testing during the twelve-month period following the positive test.

B. Requirements:

A member who fails to follow the requirements of this guideline or whose suspension is upheld will be subject to disciplinary action up to and including termination of membership.

Additionally, as part of any contract for services by the organization, the contractor may be required to certify in writing that it will take whatever steps it deems necessary to insure that involvement in substance abuse on the part of the contractor's employees does not create the presence of substance abuse related problems to the organization. This section of the guideline is to be implemented at the discretion of the organization.

1. Use, possession, transportation, promotion, or sale of illegal drugs or drug paraphernalia, or otherwise legal but illicitly used substances will result in immediate suspension, pending an investigation.
2. Alcoholic beverages with alcohol content greater than beer or wine is prohibited on PFD properties.
3. Alcoholic beverages are permissible on the premises for designated social functions. Designated drivers and crews will be assigned for special duty prior to any possible responses.
4. Under no circumstances will alcoholic beverages be vended by the soft drink machine.
5. No one under the age of 21 may possess or consume alcoholic beverages on the premises.
6. No alcoholic beverages will be consumed in sight of the public.
7. The Department will not supply or store alcoholic beverages on premises except for designated social functions.
8. There shall be no illegal gambling on the firehouse premises.
9. The Ponderosa Fire Department will not tolerate the possession, use and/or sale of illegal drugs. If there is reasonable cause to believe a member of the Department is involved with the possession, use and/or sale of illegal drugs they may be suspended until the completion of an internal and/or external investigation that may include the use of drug testing. Any member with a drug related crime shall be suspended from the Department until completion of an internal and/or external investigation.
10. Any member that uses any prescription medication, over-the-counter drug, alcohol, or other substance that impairs performance shall not respond to emergencies.