

A. Drug testing of new employees.

- a. The County strongly adheres to the Drug Free Workplace policy set forth in these Personnel Policies. The County has determined that the use of illegal substances by County employees presents a clear and present danger to the public, other County employees, and public and private property. The County intends to use all lawful means to prevent the use of illegal substances by County employees. While these statements apply equally to all County employees, public safety demands that persons hired for certain **“safety sensitive”** positions must be tested for illegal substances before they may begin employment with the County. Accordingly, any and all persons selected for employment in any of the following positions shall submit to a drug test as a part of the physical examination requirement set forth in this section: sworn law enforcement personnel; sworn fire department personnel; correctional officers; E-911 personnel/public safety dispatchers; licensed EMS personnel; drivers or operators of the following County vehicles/heavy equipment: tractors, motor graders, backhoes, street sweepers, forklifts, or any other heavy equipment/heavy-duty vehicle used for excavation/digging, construction or maintenance and large outdoor power equipment; sanitation truck operators (including employees responsible for operating mechanized equipment thereon) and employees who must be randomly tested by virtue of federal or state-mandated regulations or guidelines. The County has determined that the duties and responsibilities associated with these positions are such that inattention to duty or errors in judgment while on duty presents a significant risk of harm to the employee, other employees, and the general public. Failure to pass the drug test shall disqualify the individual for the position and will result in a withdrawal of the offer of employment. **(Further, these employees in these “safety sensitive” positions are subject to random drug testing.)**
- b. For purposes of this Section specifically and this policy generally, the term –illegal substances shall mean marijuana, as defined in paragraph (16) of O.C.G.A §16-13- 21, as amended; a controlled substance, as defined in paragraph (4) of O.C.G.A. § 16-13-21, as amended; a dangerous drug, as defined in O.C.G.A. §16-31-71, as amended or any other controlled substance or dangerous drug that persons are prohibited from using under Georgia or Federal law. These terms shall not apply to any drug an individual is authorized to take pursuant to a valid medical prescription or when used as

otherwise authorized by State or Federal law, provided the physical examination indicates such usage will not interfere with the employee's performance of essential job functions and safety responsibilities. The term drug test shall mean the collection and testing of bodily fluids administered in a manner equivalent to that required by the Mandatory Guidelines for Federal Workplace Drug Testing Programs (HHS Regulations 53 Fed. Reg. 11979 et seq.), as amended, or any other professionally valid procedures approved by the Georgia Department of Human Resources.

- c. **All constitutional officers of the County are welcome to implement these provisions relating to drug testing.**

Adopted: 09/11/2018