

RESOLUTION # 95-4

WHEREAS, the Boise County Board of Commissioners are in recognition of the harmful effects that the use of illegal drugs and the misuse of alcohol can have on employees engaged in the transportation area.

WHEREAS, the Boise County Board of Commissioners determine that Boise County will be in compliance with the regulations contained within the Department of Transportation Controlled Substances and Alcohol Use and Testing , as contained in 49 CFR Part 382.

WHEREAS, diligent review and discussion have been held concerning a Boise County Drug and Alcohol Policy.

NOW THEREFORE BE IT RESOLVED that Boise County Resolution #95-4. to be known as the Boise County Drug/Alcohol Testing Policy, be adopted with an effective date of April 1, 1995.

PASSED AND ADOPTED this 27th day of March, 1995.



John M. Dyer, Chairman


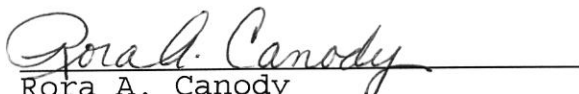


Harold E. Raper, Commissioner



Janice Donley, Commissioner

ATTEST:

Rora A. Canody
Clerk to the Board of Commissioners

BOISE COUNTY DRUG/ALCOHOL TESTING POLICY

POLICY STATEMENT

In recognition of the harmful effects that the use of illegal drugs and the misuse of alcohol can have on employees engaged in the transportation industry, **Boise County** has a responsibility to its drivers, and the public at large, to see that its commercial vehicle operators are both drug and alcohol free while on duty. This responsibility comes in light of recent studies showing that employees who are under the influence of drugs or alcohol while on duty are more likely to cause accidents and injuries, both to themselves and co-workers, as well as the public at large.

Therefore, **Boise County** is implementing this Drug and Alcohol Free Workplace Policy that includes within its provisions those regulations contained within the Department of Transportation (DOT) Controlled Substances and Alcohol Use and Testing, as contained in 49 CFR Part 382.

Implementation Schedule

This policy will become effective April 1, 1995, and will apply to all prospective and current employees of this County who operate commercial vehicles (hereafter referred to as drivers).

Questions Regarding This Policy

The County hereby designates the Risk Manager as the person responsible for answering drivers questions relating to the provisions of this policy.

Drivers Use Of Alcohol

The County is committed to ensuring that all drivers do not operate a commercial vehicle while under the influence of alcohol. Therefore, drivers of this County are not to consume alcohol within four (4) hours of reporting to work. Drivers are not to report to work or remain at work while having an alcohol concentration of .02 or greater. Drivers are prohibited from using or possessing alcohol while they are on duty.

Drivers' Use Of Illegal Drugs

This County has an absolute prohibition against an employee's use of illegal drugs, or the illegal use or misuse of prescription medication. Evidence that an employee has tested positive for the presence of illegal drugs pursuant to a test given under the terms of this policy will be proof sufficient to establish the employee's violation of this provision.