

MOU Article 3.5 Section 1 A

ARTICLE 3.5 SUBSTANCE TESTS

Substance Abuse

Illicit substance or drug abuse by employees of the Department is unacceptable and censurable conduct worthy of strong disciplinary action, up to and including termination.

Section 1 - General Prohibition and "For Cause" Testing

A. Reasonable Suspicion

An employee may only be required to submit to a field sobriety examination, blood, breath or urine test for the purposes of determining the presence of a narcotic, drug, or alcohol when:

1. The employee exhibits objective symptoms of being under the influence of alcohol and/or a narcotic or drug; or
2. There is a reasonable and articulable suspicion that the employee has ingested, inhaled, or absorbed by the body in any other manner an alcoholic beverage, narcotic, or drug.

For Cause testing shall be at the guidance and advice of Internal Affairs Group.